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# CONDEMN PITS THUGS, BRITTAN ASKS KINNOCK

By JAMES WIGHTMAN Political Correspondent

MR BRITTAN, Home Secretary, called last night for Mr Kinnock and Mr Scargill, to do more to stop violence on the miners' picket-lines and intimidation in the coalfields.

He recalled that at the TUC conference Mr Scargill had "showed that he could control his supporters when he wanted to, when he stopped violence outside the hall at Brighton in order not to lose support inside it."

Noting that Mr Kinnock and Mr Scargill had met for what was described as a constructive meeting on Tuesday, Mr Brittan told a Conservative meeting in Chichester:

"Since that TUC conference Mr Scargill has done nothing to stop the violence in the coalfields which Mr Kinnock condemns. Indeed, it has got worse, and reached new depths in the recent appalling scenes at Maltby."

Since Mr Kinnock spoke at Brighton against the violence, "scores of policemen have been injured and innocent families of working miners have been subject to continual intimidation."

## Routine meeting

"Faced with a situation in which his much-praised condemnation of violence has had no effect whatsoever, what is Mr Kinnock doing simply having a 'routine' meeting with Mr Scargill?"

"Has he demanded that Mr Scargill should stop the mass

picketing and the violence inevitably involved in it?"

Has he threatened to withdraw all Labour support from the NUM leadership if violence does not cease forthwith?"

"If not, and Mr Kinnock goes to the Labour party conference having done on more than hold a 'routine' meeting with Mr Scargill, he will show that his denunciation of violence was no more than a ritual incantation."

## 'Orchestrating warfare'

Mr Steel, the Liberal leader, said in a statement yesterday: "The level of violence exhibited by the mass pickets has got worse."

"Yet we still have to hear one word of condemnation from Mr Scargill, who, it must be assumed, is behind these extreme picketing tactics, and orchestrating the open warfare."

It would indeed be the leader of the Labour party, for the sake of peace and quiet at his conference next week, were to do a shady deal with Arthur Scargill that he will not condemn the pickets' violence if Mr Scargill and his bull-boys do not condemn the police.

# 1,011 men working in North Derbyshire

By JAMES O'BRIEN

THE return to work of striking miners in North Derbyshire is gaining impetus, and yesterday 1,011 men had gone into the pits over a 24-hour period.

There are miners working at eight of the nine collieries in the area. The latest 24-hour figure for the region, which has 10,000 miners, is 106 more than last Monday and 51 higher than two days ago.

At the beginning of June, 247 NUM members were crossing picket lines in North Derbyshire.

Forty-four pits were again working nationally, said the NCB. Nine were in partial production, 20 have men at work but were not producing, and 100 were on strike or picketed-out. One working pit was on holiday. Other attendances were:

Western Area (including Staffs and Lancs) 5,232 day shift, 23

up on previous day. The 24-hr attendance was a record 8,564, equal to 59 per cent of normal attendance.

Scotland: 287 at 10 pits out of 11 in the area. A total of 174 at Bilton Glen, two more than on Tuesday.

Kent: Tilmanstone 25, Betteshanger 5.

South Yorkshire pits 15, Doncaster area 10. At Maltby, seven miners' contractors, members of N U M, went into work, passing 10 pickets.

North Yorks: Two at Gascoigne Wood in the Selby field.

North East: Wearmouth 17, Easington and Whitburn, one man.

## Tower occupation

At Kellingley in the Board's North Yorks area, about 150 striking miners went into the pit premises during the night and occupied the two winding towers and part of the coal preparation plant. They left after being persuaded by management. Several were arrested.

A legal move planned for today to obtain judgment against the NUM and the Yorkshire area NUM in default of defence, which would make an order granting permanent injunctions against the unions likely to be up.

Lawyers for the two miners said solicitors acting for both unions had served written defences on them yesterday afternoon.

Although the defences were technically too late under High Court rules to stop tomorrow's move for a "default" judgment, the unions will have the right to appear before the judge to seek an order allowing them to submit defences "out of time."

If the judge agrees to this it could mean that the full trial of the action will be adjourned until a later date. That would not prevent the judge making the orders sought, but they would only be on an interim basis.

Mr Macfarlane, Environment Under Secretary, announced that he was looking at the possibility of a partnership agreement between the Environment Department, the NCB and London Brick to enable a limited amount of spoil from the mine to be moved by rail to reclaim old clay workings near Bedford or Peterborough.

He has asked the board and London Brick to join the department in examining the options in detail.



## Back-to-work plan by two in court case

TWO miners, who have taken their union to court in an attempt to force a national strike ballot, plan to lead a return-to-work on Monday if they win their case.

Mr Ken Foulstone, 45, said yesterday that he and Mr Bob Taylor, 33, both faceworkers at Manton colliery, Workson, Nottinghamshire, would go back to work if Mr Justice Nicholas, in a judgment expected tomorrow, grants an order outlawing the strike.

The two have not worked since the strike started almost 29 weeks ago.

Neither the NUM nor the Yorkshire Area NUM, which covers Manton has so far been represented at the High Court hearings, but yesterday the unions made a last-minute attempt to submit defences.

Mr Foulstone said the court order he and Mr Taylor were seeking would make hithero official pickets unoffical and he would have no hesitation in crossing them. "There are a lot of chaps waiting to see what happens in this case," he added.

The two pitmen are seeking an order for a national ballot and injunctions banning the union from describing the strike as official and from disciplining non-strikers.

## Written defences

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Mrs Thatcher talking yesterday to policemen who prevented striking miners from disrupting her tour of York where she visited police headquarters and the Minister. At the National Railway Museum she waved a green flag to signal the arrival of a replica of Stephenson's Rocket and then climbed aboard to chat to the driver, Mr John Selewood.

# Thatcher praise for picket line Pcs

By GEORGE TURNBULL

MRS THATCHER yesterday admitted that the Government had not expected the miners to strike, but gave a blunt warning to Mr Scargill that it would not intervene or compromise to end the seven-month-old dispute.

The Prime Minister was talking with picket line police only hours after they had clashed with miners at a North Yorkshire colliery.

She said she was "disappointed" the strike had not ended already. "Because they have had the best offer the miners have ever had from any Government."

"We set out to give them such a good offer on working conditions, pay and voluntary redundancies. It was such a good offer that we thought there could not possibly be any cause for a strike."

There were redundancy payments of £20,000 and pensions of more than £70 a week. "Most of the taxpayers will never have such a good offer made to them. We hoped that we should not have a strike because of that offer."

## Thanks for police

Later, when she was asked at a Press conference whether it was time for a compromise settlement, Mrs Thatcher said: "You can never compromise on the right of management to manage. That you can never do in any industry."

The Prime Minister, who was on a tour of York, sipped a cup of black coffee at police headquarters and chatted with officers who earlier had clashed with hundreds of pickets at Kellingley Colliery and made 41 arrests.

She told them: "We are extremely grateful for what you have done and so are the overwhelming majority of the British public. Thank you very much. We know you are marvellous and doing an absolutely fundamental job. We want to stress our thanks to you."

But Mrs Thatcher was also determined to get a message across to the striking miners.

# POLICE TO GET 5.4pc PAY RISE

By JOHN WEEKS

Scotland Yard Staff

POLICE up to and including the rank of chief inspector will get a 5.4 per cent rise, back-dated to Sept. 1, in a deal concluded yesterday.

There will be no pay rise for probationer policemen—those in the first two years of their service. The rise will cost about £50 million to be added to the total yearly police bill of £2.3 billion.

Last month the Police Federation rejected a 3.3 per cent offer from the official side of the Police Negotiating Board. Both sides then appeared before a conciliator, Prof. Lawrence Hunter of Glasgow University, the independent vice-chairman of the board.

The new deal links police earnings to underlying trends in the index of average earnings rather than the actual movement which can be affected by strikes or the delay in pay settlement of various groups.

Constables protest

The constables' section of the Federation has already protested to its joint central committee about the lack of rise for probationers, but was out-voted by the sergeants, inspectors and chief inspectors on the committee.

## Example to us all

Mrs Thatcher has written a letter to miners at the 25 working pits in Nottinghamshire. The Prime Minister wrote: "May I say how greatly I and most other people appreciate what you are doing. You are an example to us all."

# PIT IS 'WHITE ELEPHANT' AWARD WINNER

The Selsdon Group, the free enterprise pressure group inside the Tory party, has given its annual "white elephant award" to Mr McGregor, chairman of the National Coal Board, "in recognition of the disastrous record of loss-making" of Snowdown colliery, Kent.

The award is given to public sector projects and activities regarded as outstanding examples of the waste of public money.

An operating loss of £8,700,000 at the pit is contained in the NCB's financial results for 1982-83. This is equivalent to a loss of £88-50 a tonne of coal produced.

## MOBILE CELL STONED

Nine pickets were arrested after a mobile police cell block was stoned outside Ollerton Colliery, late on Tuesday. Nottinghamshire police said yesterday. The "cell" suffered only minor damage.

# Councils spared clampdown on capital spending

By JOHN GRIGSBY Local Government Correspondent

THERE will be no moratorium on local council capital spending this year, Mr Jenkin, Environment Secretary, said yesterday. His announcement was greeted with strictly-modified relief by both local authorities and the construction industry.

They feared that a high level of spending over cash limits could mean an immediate clamp-down on new commitments.

Mr Jenkin has won a battle with the Treasury, which has been pressing since the summer for a moratorium on new contracts.

But he gave a clear warning to the Labour-controlled councils, which ignored his request for voluntary restraint in July, that he would look at the records when drawing up the allocations governing how much they could spend in the financial year beginning in April.

He said yesterday that he had to consider in the light of returns from local councils on their latest intentions whether to institute an immediate freeze on the letting of new contracts.

Officials believe that the July appeal has cut the range of the planned "overspend" by a third so that it may now be near the cash limit or, at worst, £800 million above it.

Mr Jenkin appealed to all councils to raise as much as they could from the sale of capital assets this year. There is scope for increasing receipts of £270 million and the Prime Minister said he was strongly urging them to do so.

The Labour-controlled Association of Metropolitan Authorities said that the industry and the councils had merely been given "a stay of execution."

It was by no means a reprieve. There is nothing legally to prevent councils using this money—and many Labour councils, which would be against the sale of council houses, are determined to do so. The situation this year contrasts strongly with 1982-83 when there was an underspend of £270 million and the Prime Minister appealed to councils to spend their allocations.

# Difficult time ahead on buses, says Ridley

By JOHN PETTY Transport Correspondent

THERE will be a difficult period in public transport as the Government implements plans to allow unfettered competition on local bus services, Mr Ridley, Transport Secretary, said yesterday.

It came as Mr George Carruthers, president of the Bus and Coach Council, told its annual conference in Blackpool that the scheme "could in practice, have unduly adverse effects on the travelling public."

Mr Ridley intends to introduce a Bill soon to end monopolies of local bus services from 1986. "I am confident bus operators will rise to the challenge when faced with a free and competitive market," Mr Ridley told the conference.

Local bus services have not faced free competition since 1930. Opponents of the plan say it will bring a fares-war on profitable town routes, but that loss-making rural services will have to be abandoned.

Ridley says he sees no reason why town-dwellers should have to pay unnecessarily high fares to subsidise country routes.

Growing willingness

"I detect a growing willingness to this position about the changes ahead and a growing readiness to seize the opportunities which are going to open up," he said. "But the transition from here to there will be difficult."

He denied that the ending of cross-subsidies would hurt routes to rural services would "mean either increased public expenditure or massive cut-backs in services as some critics have suggested."

A free market would show that many services thought to be unprofitable could be made to pay. There would still be subsidies for special routes, though it might prove cheaper to run taxis rather than buses in some areas.

Mr Carruthers said Mr Ridley's proposals seemed to indicate that Government was "abdicate responsibility" for bus services.

'DANGEROUS BUS DOORS' WARNING

A coroner gave a warning yesterday of the dangers of automatic doors on buses after hearing how Mrs Emily Hunt, 79, lost an arm when she was trapped and dragged along by a departing bus.

This is the second accident of its type that has come before me and I hope something will be done about the hazards," said Dr Mary McHugh, the Croxson coroner. Mrs Hunt, of Carshalton, Surrey, died of a brain haemorrhage unrelated to the accident. Verdict: Accidental death.

PRODUCTIVITY DEAL ENDS AEROSPACE ROW

About 700 manual workers and electricians at British Aerospace's dynamics plant in Filton, Bristol, voted yesterday to accept a productivity deal ending a nine-week dispute which disrupted work on space and weapons contracts.

But 2,000 men from the neighbouring aircraft division plant simultaneously stepped up picketing in their separate and unresolved pay dispute. All main gates were blocked, stopping white-collar staff from reaching work for two hours.

The dynamics employees voted to resume normal work today. They have been offered a new incentive scheme, which could mean an extra £1 a week, if targets are met.

NPA REPLY DUE ON 12pc CLAIM

By Our Industrial Staff

The Newspaper Publishers Association, which represents national newspaper employers, will respond tomorrow to a 12 per cent pay claim submitted by unions representing 30,000 Fleet Street print workers.

The claim, jointly formulated by Societ 22, the National Graphical Association, the Engineering Union and the Electricians Union, also seeks an extra week's holiday. Settlement date is Jan. 1.

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# QUANDARY OVER £200,000 SURETY BY S. AFRICANS

By TERENCE SHAW Legal Correspondent

ANY application by South African embassy officials for recovery of £200,000 deposited as security for its four nationals released on bail last May, and for relief from payment of a further £200,000 in sureties, is likely to get short shrift in an English court.

The diplomatic "tit-for-tat" over the refusal by Britain to order the removal of six anti-apartheid leaders from its consulate in Durban would clearly not be matters that magistrates or a judge could properly

## 4 BRITONS STILL FACE HEARING

By R. Barry O'Brien  
THE refusal by South Africa to return the four men smuggling charges will not stop the case being heard in court, the Customs and Excise said yesterday.

Proceedings against four British businessmen facing similar charges in the same case are to go ahead at Coventry next month.

They are charged, like the South Africans, with illegally exporting military equipment components to South Africa in breach of an arms embargo.

The case is being brought by the Customs and Excise under Section 170 of the Customs and Excise Management Act, 1979, which makes it an offence to attempt to evade an export prohibition or restriction.

All eight were arrested by Customs officers in March.

The four Britons are: Derek Wilfred Salt, 59, of Westcliff Drive, Coventry, managing director of D. W. Salt (Engineering), tool manufacturers, of Coventry, charged with being concerned with the export of a quantity of coolers on Sept. 6, 1982.

### Radar power

Michael Gardner, 55, of Coly House, Colyford, Devon, chairman of D. W. Salt (Engineering) and a director of Fosco Way Securities, of Seaton, Devon, charged with exporting a quantity of magnetrons.

Michael Swann, 35, of Meddith, Royston, Herts, export buyer, charged with exporting magnetrons; Henry Coles, 62, of Manor Park, Bath, charged with exporting equipment for use in Buccaneer fighter aircraft.

The Customs said yesterday the charges concerned the export of electronic and other components with military applications. Magnetrons are a source of power in radar systems.

The four South Africans were all arrested in central London on March 29.

An embargo on military supplies to South Africa has been in force in Britain since 1974, when Britain became a party to a United Nations declaration calling for a prohibition.

Prohibited equipment and goods are specified on lists of items for which export licences are not to be given.

## Canberra inquiry into conduct of judge

By DENIS WARNER in Melbourne

A SECOND Federal inquiry is to be held into the conduct of Mr Justice John Foord, a New South Wales District Court judge, following a lower court case involving Morgan Ryan, a Sydney solicitor.

## 600 SPIES' 'IDENTIFIED BY PETROVS'

By DENNIS WARNER in Melbourne

THE defection of Vladimir and Evdokia Petrov in 1954 resulted in more than 600 Russian agents in Europe and Australia being identified according to the former Deputy Director of the Australian Security Intelligence Organisation.

Mr Ron Richards, who lived for two years with the Petrovs in a series of safe houses in Sydney, said they were high-ranking spies, and that he was able to get from them, during the two years, information that was of vital interest to Australia and other countries.

"Later, we concentrated on what the Petrovs knew about operations in other countries."

### Different version

According to Mr Richards, Petrov said he was one of the organisers of the escape route for Guy Burgess and Donald Maclean.

A different version of Petrov's role was published yesterday in the BULLETIN, Australia's most widely-read current affairs magazine.

In a long article, Mr Rupert Lockwood, a former Communist and author of the notorious Document J exhibit in the Royal Commission into Soviet Espionage, said that Petrov was a decoy to divert attention from Kim Philby, Anthony Blunt, Roger Hollis and other Russian agents who had penetrated M15.



WRAF Cpl Patricia Purcell, 26, the first woman to wear the coveted badge of a bomb disposal expert, pictured at the armament support unit at RAF Wittering, near Peterborough, yesterday. She will help to de-fuse old wartime bombs and deal with terrorist devices and suspicious packages.

PICTURE: SROJA OJUKANOVIC

## Girl, two, and mother shot by neighbour

A TWO-YEAR-OLD girl was blinded in one eye when she and her mother were shot by a neighbour who broke into their house at Chatham, Kent.

The gunman, Rod Davie, 46, later shot himself after a seven hour police siege of his home.

Davie is believed to have had a row with his wife, who fled from their house in Marlown Copse. While chasing her he burst into the home of Mrs Cheryl Woodward, 29, and her daughter Jodie.

Either by mistake or in a blind rage he then shot the pair before running back to his house across the road. His body was later found with a shotgun beside it.

Mrs Woodward and her daughter were taken to Medway Accident Centre, Chatham, after the shooting on Tuesday.

### Brain damage fear

After an operation on the girl a hospital spokesman said: "Plastic surgeons have reconstructed as much of her face as possible and she is much better this morning. However, we suspect some brain damage as there are a number of pellets inside the skull."

"The injury has caused difficulties with her breathing and a tube has been placed into her windpipe to help her. While she is not out of danger, her condition has slightly improved."

Her mother, who was injured to the right shoulder and the neck, had an operation to remove pellets and was said to be "making good progress."

Police were yesterday investigating reports that the dead man was due to be admitted to a mental hospital, but that a psychiatrist had refused to sign orders for his admission.

A police spokesman said: "A full report on his mental health is being submitted to the coroner."

## EXPRESS—CRASH DRIVER ACCUSED

The driver of the overnight Aberdeen-to-London express which was derailed at Morpeth, Northumberland, on June 24, injuring 38 people, is to appear in court there on Oct. 26.

Peter Allen, 58, of Station House, North Berwick, who was among the injured, faces two charges brought by British Rail Against the Person Act, and the 1842 Railways Regulations, police under the 1981 Offences alleging excessive speed.

## BURGLAR ALARM GRANTS URGED

The Government should place greater emphasis on crime prevention, according to a report by the Centre for Policy Studies, the Tory research group.

The report, "Criminal Waste," suggests grants to home owners to encourage installation of burglar alarms and other security devices.

## GRANDMOTHER MURDER CHARGE

A man was charged yesterday with murdering his grandmother, Mrs Elizabeth Harwood, 86, who was found dead at her home in Preston, on Tuesday. Gerard Harwood, 55, of Fishergate Hill, Preston, was remanded in custody for a week by the town's magistrates.

### MEAT 'POISONED'

Meat worth thousands of pounds was destroyed by a West Midlands slaughterhouse yesterday after animal rights protesters claimed that a "lethal dose" of paracetamol had been injected into a carcass at Barratts and Baird of West Bromwich.

## 'Disgust' at shooting of stag in town

THE League Against Cruel Sports yesterday urged all local authorities to ban hunting within their boundaries following an incident in which a stag was chased through a town and shot beside a supermarket.

And police were urged to take tough action to prevent any repetition of the "disgraceful scene" at South Molton, North Devon, on Tuesday.

Police have launched an investigation after startled shoppers saw followers of the Devon and Somerset Staghounds pursue the animal through the market town and corner it in a yard behind the Co-op store, where it was shot.

Mr Rex Pearce, the Mayor of South Molton, and the town council have condemned the killing.

"It was a savage and barbaric act. The whole town feels absolute disgust at the whole unnecessary incident," said Mr Pearce.

"It caused a lot of distress because so many people saw it happen."

### 'Absolutely terrified'

The Co-op manager, Elaine Binding, said: "The stag was cornered and was trying to escape. It tried to get over the wall and looked absolutely terrified."

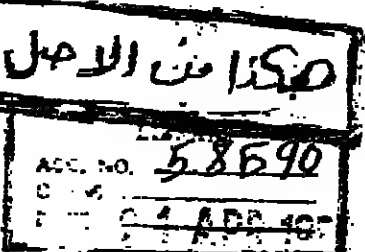
"Then a fellow turned up and shot the stag in front of me with what looked like a 12-bore shotgun. I was stunned."

Mr Alan Maxwell, South West regional manager of Co-operative Retail Services, commented: "We very much regret the incident and it was very upsetting to the staff. We are also concerned about firearms being discharged on our premises."

### Broken shoulder

The joint master of the Devon and Somerset Staghounds, Mrs Norah Hardloz, said the stag had a broken shoulder and there was nothing we could do except shoot it."

She denied that the stag had been chased into the town.



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<b>Bonus-7 Account</b> £200 and over Monthly income on £2,000 and over	<b>SUPER* RATE 9.52%</b> <b>9.30%<sup>†</sup>=13.29%<sup>††</sup></b>	<b>Immediate</b> No notice-7 days interest lost; 7 days notice-no interest lost. No notice and no penalty from balances over £10,000.

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# BASQUES RIOT AS ETA SUSPECTS ARE EXTRADITED

By TIM BROWN in San Sebastian

**M**OBs terrorised small businesses, shops and banks in the Basque country yesterday to force them to obey a general strike call in protest at the French decision to extradite three top terrorists wanted by Spain.

Police using spotter helicopters sent units into action, baton-charging demonstrators and rioters, and firing rubber bullets and smoke bombs.

## FRANCE AIDS YOUNG JOBLESS

By MICHAEL FIELD in Paris

**T**HE French Cabinet disclosed its plans yesterday to fight youth unemployment.

The new measures will provide training jobs for 200,000 more young people and professional courses for a further 100,000 in a framework designed to benefit the whole of the active population and improve the competitiveness of the French economy.

The measures came soon after the Organisation for Economic Co-operation and Development said that more than 13,000,000 people in Western Europe were jobless, and that by the end of next year there would be 20,000,000.

**Special powers** Special powers are to be given to the French Labour Minister, and in addition to 500,000 new training vacancies for school-leavers, 60,000 more young people will have extra training at school, and 50,000 apprenticeships will be created. Young jobless people will be offered local employment at £116 a month for a 20-hour week.

There is also to be a "great leap forward" in adult training facilities for workers adversely affected by industrial change.

Violence erupted on both sides of the frontier.

The three terrorists were flown to Madrid last night hours after the French Council of State rejected final appeals against extradition.

A military aircraft landed them at the Spanish Air Force base at Getafe, near Madrid. There they were taken under heavy guard to the hospital wing of the Carabanchel Prison as all three have been on a hunger strike for a month.

**Nine murders** The three are: CARLOS RAMIREZ, 27, wanted for the murder of four Civil Guards in September 1980; FRANCISCO GARCIA, 29, alleged head of a terrorist squad that killed two Civil Guards in May 1980; and JOSE BEIZREGUI, 25, accused of killing three people six years ago.

**Exile in Togo** Four other ETA members held in France have been sent into exile in Togo, West Africa.

Yesterday the whole Basque country was preparing for an increase in violence as police and demonstrators clashed in numerous parts of the region. Fighting was particularly violent in San Sebastian and Pamplona.

Meanwhile French lorry drivers added to an explosive situation by blocking the three main frontier posts at Hendaye, Behobia and Irun. More than 1,000 vehicles were involved in demands for police convoy protection in Spain.



Police in Bilbao making an arrest during a demonstration by striking Basque workers yesterday in protest against the extradition by France of three alleged terrorists wanted by Spain on murder charges.

## Army nearer to Alfonsin challenge

By Our Buenos Aires Correspondent

**A**RGENINA'S chances of confronting the armed forces were stepped up on Tuesday when the highest military court in the country said it had insufficient evidence to try nine former junta members.

Shortly after taking office last December, President Raul Alfonsin ordered the Supreme Council of the Armed Forces to court martial the first three of the four military juntas that ruled Argentina between 1976 and 1983 for the abduction, torture and disappearance of

about 10,000 people in anti-terrorist campaigns.

The military tribunal told a Federal Appeal Court there was nothing objectionable in decrees authorising campaigns against subversion in the 1970s. The former C-in-Cs were only "indirectly responsible" for failing to control their subordinates.

In a lengthy report to the civilian court, the nine-member tribunal said it could not reach a verdict by the Oct. 11 deadline "because of lack of time and proper evidence."

Under a reform of the military Code of Justice, passed by the newly elected government, the Federal Appeals Court is required to decide whether the council released.

should be given a further extension to reach a verdict, or whether the cases should now pass on to civilian courts.

The Supreme Council obtained its last three-month extension in July.

In its lengthy statement on Tuesday, the Supreme Council said it had evidence accumulated in nine months of investigations was insufficient to prove that the military leaders had deliberately violated human rights.

After giving testimony, both former President Jorge Videla, Army Commander-in-Chief and Commander Emilio Massera of the Navy were placed under arrest. Orlando Agosti, the former Air Force chief, was arrested briefly and then released.

## MOSCOW CHIDED BY HOWE

By IAN BALL in New York

**S**IR GEOFFREY HOWE, Foreign Secretary, chided the Russians yesterday for being "unable to take yes for an answer" in getting talks started on crucial East-West issues.

Delivering Britain's general policy statement to the United Nations General Assembly, Sir Geoffrey gave an example of the Kremlin's behaviour over the question of arms control in space.

The Soviet Government, he said, had proposed in June that talks begin in Vienna in September. "They asked for a prompt response. The Americans gave a constructive and seriously. But so far the Russians seem to have been unable to take yes for an answer."

Similarly, on the broader issue of nuclear arms control and reduction, the United States had offered to resume these talks anywhere at any time without pre-conditions. "The whole world would applaud a positive Soviet response," said Sir Geoffrey.

He suggested that the Hong Kong agreement initiated in Beijing only a few hours earlier could serve as an object lesson in the solution of problems.

"The agreement itself, and perhaps even more the process by which it was achieved, are a useful example of the way in which seemingly intractable problems are indeed susceptible to treatment."

Sir Geoffrey added: "None of the disputes and disagreements before us is of its essence insoluble. In many cases we can already envisage the outline of a solution."

**The missing will** In almost every case what is needed and what is missing is political will. At first negotiators should pursue, if necessary, limited but attainable objectives.

Sir Geoffrey began his speech sounding more like a Chancellor of the Exchequer than a Foreign Secretary. Discussing the high international interest rates were causing to Third World economies, he had both a bouquet and a brickbat for the United States.

The American economy has shown new employment growth and a society that is open and willing to face the need for change. But the current size of the American budget deficit, and the high interest rates that go with it, still pose a threat to world recovery.

**Aggressive intentions** The President said he would go into the talks with Mr. Gromyko with the intention of "opening up a dialogue about the suspicions between our two countries."

The Russians, he said, charged that America intended war while "we feel they have aggressive intentions against us."

**Opportunity missed** On the Falklands Sir Geoffrey said that the British Government attached great importance to improving its relations with Argentina.

But the collapse of the recent talks in Buenos Aires over the Argentine insistence that sovereignty was one of the matters on the table was "an important opportunity missed."

Another opportunity had slipped by this week when the new Argentine leader addressed the United Nations General Assembly.

"I think many people will have been disappointed, as I was," said President Alfonsin. "I presented the same position once again explicitly as a precondition for any talks between us," Sir Geoffrey said.

**THREE-HOUR TALKS** 'New beginning' hopes RICHARD BRESTON in New York reports: The meeting yesterday in New York between Mr. Gromyko and Mr. Shultz, Secretary of State, lasted nearly three hours.

Afterwards Mr. Shultz said they had "a comprehensive and broad conversation."

Mr. Gromyko said: "We have discussed many questions," but said he would answer no questions because he would be meeting President Reagan tomorrow.

Despite Moscow's initial unfriendly response to President Reagan's conciliatory speech to the United Nations on Monday, officials hoped yesterday the meeting might mark the "new beginning" which Mr. Reagan called for in Soviet-American relations.

The atmosphere when the two met yesterday at the closer examination, according to Western diplomatic sources as informal and casual.

**ATLANTIC ESCAPE** Five adults and a child braved the Atlantic for 108 days in a small trawler to escape from Angola to Portugal. They are Senhor Mario Ramos Ferreira, 53, the craft's Portuguese owner, who did not want to be forced into a co-operative, his Angolan wife and four-year-old daughter, and three Angolan crew. The Angolans have asked of farmland in central Czechoslovakia. —UPI.

**300-MILE ROOF RIDE** Hiroshi Ogawa, 41, a construction worker, was so anxious to reach his job that he jumped on to the roof of an overnight express and clung there for more than six hours as the train sped almost 300 miles from Niigata on the Japan Sea coast to Osaka. He was detained by police for several hours and then let go after a reprimand. —AP.

**CZECH FLOODS** Floods have forced dozens of families from their homes, cut power supplies, and inundated thousands of acres of farmland in central Czechoslovakia. —Reuter.

**PLANE SHOT DOWN** A Soviet military Antonov transport plane was shot down with a rocket by anti-Communist guerrillas in the Logar valley, Afghanistan, last weekend, killing 30 to 50 people, according to a Western diplomatic report in New Delhi.

**West's offices at risk' in Beirut** By JOHN BULLOCK in Beirut

**SECURITY** was stepped up in Beirut again yesterday as rumours of new attacks similar to the bombing of American offices swept the Lebanese capital.

The French and German Embassies were particularly singled out, but one official said: "All Western institutions appear to be at risk."

**Problems 'buried'** As security men took new operations, the country's leaders continued a 10-day-old conflict at Beirut, home town of President Amr Gemayel, intended to hammer out a new power-sharing formula between Christian and Moslem communities.

In their discussions the ministers have so far been able only to agree to raise problems to committees. "And that means burying them," said Mr. Walid Jumblatt, the Druze leader.

Mr. Jumblatt himself has said he will not allow the Lebanese Army to be deployed in the Chouf mountain area his men control until political problems are settled.

The main political question is whether to increase the 99-member Lebanese Parliament by 20 or 40 seats. As it would be impossible to hold elections, new Deputies would have to be appointed, and all groups fear they would suffer as a result.

But in all the discussions the main issue in Lebanon has been avoided. Israel still controls all the south of the country, and Syria the north and east, leaving the Government responsible only for a small area around Beirut.

Yesterday the south was practically cut off as Israel closed the Awali river bridge on the main coastal highway. Israel was also refusing to allow any Beirut-based correspondents into the area it controls.

The Beirut Daily Star said in an editorial: "If things go in Damascus and Jerusalem,

## Reagan cites Hitler lesson to back arms build-up

By FRANK TAYLOR in Bowling Green, Ohio

**T**HE world should not forget the "central lesson" that the 1939-45 war might not have happened if the European Allies had stood up more strongly to Hitler, President Reagan said yesterday.

He was defending his policy of building up America's military might in a speech to the Bowling Green State University in Ohio.

Mr. Reagan suggested that the allies did not make clear enough their "strength and resolve."

"If only they would have shown Germany early on that they would pay any price and bear any burden to ensure the survival of their liberties, then Britain might not have known the Blitz and Dresden might not have known the flames."

As he has done so often in his re-election campaign, Mr. Reagan turned to a Democrat to illustrate his point — John Kennedy's statement that "the primary purpose of our arms is peace, not war."

**Ready for talks** But with tomorrow's talks at the White House with Mr. Gromyko, the Kremlin's Foreign Minister, obviously in mind, Mr. Reagan stressed that his policy of military preparedness did not mean that America was not ready for wide-ranging talks with Moscow.

"We are prepared to negotiate nuclear arms reductions tomorrow if the Russians so choose," he said. "It is still possible to reach agreement."

But he coupled this olive branch with a warning. "We try to be a good neighbour, a reliable friend, but the world is a dangerous place."

"We must be strong enough and confident enough to be patient when provoked, but past a certain point our adversaries push us at their peril."

"Uncle Sam is a friendly old man, but he has a spine of steel," said Mr. Reagan.

**Aggressive intentions** The President said he would go into the talks with Mr. Gromyko with the intention of "opening up a dialogue about the suspicions between our two countries."

The Russians, he said, charged that America intended war while "we feel they have aggressive intentions against us."

"It is time for us to sit down together and recognise our joint responsibilities."

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The Beirut Daily Star said in an editorial: "If things go in Damascus and Jerusalem,

wrong for the Israeli army of occupation, the Israeli authorities seem determined to ensure that only their own carefully lauded version of events reaches the outside world.

**'Cover-up' claim** "What looks like an advance cover-up is being put in place by the Israeli since they announced their intention of leaving southern Lebanon. It indicates they do not anticipate a trouble-free evacuation of the region."

There have been daily attacks on Israeli troops in southern Lebanon over the past week, and some Lebanese officials saw the Israeli moves as reaction to these incidents.

"They are putting into practice a collective punishment," these officials claimed.

An indirect agreement by which Israeli troops would be replaced by an expanded United Nations force is being canvassed by American talks in Damascus and Jerusalem.

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# ATOM MATERIAL SENT TO EUROPE IN FERRIES

By CHARLES LAURENCE  
**EXPLOSIVE** nuclear material is regularly shipped between Britain and the Continent on cross-Channel passenger ferries, British Nuclear Fuels admitted yesterday.

The material is uranium hexafluoride, the nuclear fuel which sank aboard the French cargo ship *Mont Louis* off the Belgian coast at the end of last month.

In the controversy that followed the sinking of the *Mont Louis*, British Nuclear Fuels denied reports that uranium hexafluoride — known as UF6 — was carried on cross-Channel passenger ferries.

Yesterday, however, the company said the denial had been a mistake. In fact, it has transported at least 5,800 tons of UF6 in this way since 1980.

The companies used are Sealink, North Sea Ferries, and Townsend-Thoresen. Containers loaded on lorries have sailed from Dover, Hull, Immingham, Ipswich and Newhaven to a wide range of Continental ports including Rotterdam, Zeebrugge, Calais and Dunkirk.

The un-enriched material is sent from Britain for enrichment — a crucial stage in the complex process of producing uranium fuel for nuclear power stations. UF6 has a low radioactivity but is highly corrosive and can explode on contact with water.

**Special containers**  
The material is carried in special containers, made of 16½ inch thick steel on "low loader" articulated lorries which use roll-on, roll-off ferries in the same way as normal container traffic.

The annual traffic of about 1,200 tons equates to 160 cylinders, each cylinder being one lorry load.

UF6 is a "class 7 dangerous material," which puts it into the chemical, rather than radioactive, load category and is subject to stringent Government regulations.

British Nuclear Fuels said: "There are rules and regulations for chemical loads, particularly on the design and integrity of the container, and once these have been met there is no reason why it should not go on these ferries."

"Our original denial was a mistake, to be holdly honest about it. We had many inquiries after the *Mont Louis* sank, and we were learning as we went along. We could not keep this traffic secret, even if we wanted to."

The company also uses "commercial carriers" to transport radioactive spent fuel. This is carried in containers made of silted iron thick and the company said, poses no danger.

**Sealink calls halt**  
A Sealink spokesman said yesterday: "We can give an assurance that UF6 will not be carried on passenger ferries in the future; only on freight-only ferries. We are not going to carry anything that is a bit controversial with passengers — we don't want to put them off."

The last recorded shipment by Sealink was from Dieppe to Newhaven on Feb. 28, on board the ferry *Senlac*.

A Townsend-Thoresen spokesman said UF6 had been transported on its passenger ferries in and out of Dover, but he was not sure if other routes had also been used.

"The containers are packed very carefully for the safety of everybody. There is no reason to stop — that would be admitting that it is dangerous, which it is not," said the spokesman.

The *Mont Louis* sank with 450 tons of UF6 bound for Russia, on board. A salvage operation has safely recovered 17 of the 50 containers. Bad weather is hampering the work.



**McGlinchey witnesses drop out**

Mrs. Judy Hurd, wife of the Ulster Secretary, getting the "know how" on an old Irish spinning wheel from Mrs. Rhoda Strain at the Crawford's Craft shop, near Belfast, where Mrs. Hurd made her first public appearance yesterday.

## Headmasters' Conference

**VAT on books plan 'a tax on knowledge'**

By JOHN IZBICKI Education Correspondent  
**HEADMASTERS** of the 225 major public schools yesterday described Government plans to introduce VAT on books and newspapers as a "tax on knowledge."

They voted unanimously at a private meeting of the annual Headmasters' Conference, at Sussex University, to rise up against this move, and protest in the strongest terms to the Government.

"The news that such a tax was on the cards has filled our members with considerable anxiety and disquiet," said Mr. David Enns, Master of Dulwich College and chairman of the Headmasters' Conference.

**Horrifying prospect**  
Mr. John Thorp, headmaster of Winchester, said the prospect was "horrifyingly" so.

VAT, he said, had originally been designed as a tax on luxury goods. The Chancellor now appeared to be stretching it to include necessities.

He added: "We are constantly fighting to persuade youngsters to read good books. To get them to read a book at all, whether they're at Eton or at a Bernwoodsey Comprehensive is bloody difficult."

The Rev. Canon Peter Pilkington, of The King's School, Canterbury, said that he, like other heads at the conference, would be writing to his local MP to voice his opposition. "It will mean taxing the Bible as well as Shakespeare."

The Prime Minister, Sir Keith Joseph, Education Secretary and Mr. Lawson, Chancellor, will all be informed of the conference's decision.

## CALL FOR FARMING CHANGES

By GODFREY BROWN  
**AGRICULTURAL** Correspondent  
**CHANGES** in the farm grant arrangements away from simply boosting food production towards "environmentally attractive" activities, are expected to be called for by the National Farmers' Union this week.

The aim is to tailor Britain's farm policy towards the changed circumstances of today, and to meet head-on the increasingly vocal environmental and conservation groups who accuse farmers of being heavily subsidised, to produce vast and costly surpluses, and ruining the countryside in the process.

A major policy review, "The Way Forward—New Directions for Agricultural Policy," is to be discussed by the union's policy-making council today and made public tomorrow.

Parls of the document are controversial and are expected to encounter strong opposition within the council.

**Energy conservation**  
The question of farm grants is one of the most sensitive parts of the document. What is being advocated is diverting grant aid so that it "enhances the contribution of grants to the environment."

This means diverting the money to things like energy conservation, slurry and other waste disposal, growing hedges, timber again, or towards reducing production costs other than by simply producing more.

It is claimed to go much wider than a report by the Country Landowners' Association last Friday which called for changes in the farm grants system to discourage over-production and stimulate environmental and conservation work by farmers.

Lord Gower, said recently that at a time of public expenditure restraint, local authorities should look at all options for economies rather than cut their book funds.

**TRIPLET DIES**  
Two-month-old Elizabeth, one of the test-tube triplets born to Mrs. Jill Hassall of Sheffield, has been found dead apparently a victim of cot death syndrome.

## POLICY ON RACISM NEEDED

**ALL** schools, whether State-run or private, should produce a clear policy on racism and ethnic minorities, the country's senior public school headmasters were told yesterday.

To turn a blind eye to racist graffiti, prejudice and name-calling only helped to escalate the problem, said Mr. Peter Newsam, chairman of the Commission for Racial Equality.

He told the annual Headmasters' Conference at Sussex University that although immigration had slowed down to a trickle, the number of racist attacks had soared.

"Members of the Asian community, British citizens settled in this country with their children here and known to other society, are 50 times more likely to be subject to racial attack than their white neighbours."

Mr. Newsam, the former chief education officer for the Inner London Education Authority, disclosed that the latest unemployment figures for 16- to 19-year-olds in Leicester showed that 25.6 per cent. of whites were jobless, compared with 38.5 per cent. of Asians and 45.5 per cent. of West Indians.

## Library 'buying ban' may be illegal

By COLIN RANDALL  
**A ONE-YEAR** ban on the purchase of new adult fiction for libraries in Somerset was agreed yesterday despite a warning that the move might be unlawful.

Mr. Roger Stokley, the county's chief librarian, told Conservative-controlled county council's libraries, museums and records committee that some people may regard the £100,000 economy as a breach of the Public Libraries and Museums Act 1964.

He confessed that he had no idea whether the Government's Office of Arts and Libraries would regard the halt during 1985-86 as a failure by Somerset to fulfil its duty to provide a "comprehensive and efficient" library service.

The committee agreed "with reluctance" to recommend approval of the economy as part of the county's package of £2,700,000 cutbacks to comply with Government spending targets. If the full council endorses the recommendation in November, the authority will be spared the cost of purchasing and binding up to 14,000 novels during the financial year.

**Fiction 'a luxury'**  
The ban would mean that for the first time since the Somerset library service began in 1918, it would be unable to buy from the whole range of published material.

"The effect may not be too devastating if the cut is only for one year, but if it goes beyond then valuable works of fiction will be lost to us, possibly for ever if they go out of print," he said.

**STUDENTS FIND RARE PLANT**  
Four botany undergraduates from St. John's College, Oxford, have rediscovered a rare plant in Madagascar which is said to be of help to leukaemia sufferers. The Madagascar periwinkle has only been located six times in the last 100 years and has not been seen since 1927.

One of the four, 24-year-old Debbie Thompson, of Hawksdown, Walsley, Deal, said yesterday: "We found it almost at the end of an eight-week search. A specimen has gone to experts in Kew."

**AIRMEN RESCUED**  
Four naval airmen from 820 squadron, Prince Andrew's former squadron, were rescued yesterday after their helicopter ditched into Falmouth Bay off the Cornish coast.

## MPs 'still not given truth on Belgrano'

By NICHOLAS COMFORT Political Staff  
**DR DAVID OWEN** is urging the Prime Minister to make a personal statement on the sinking of the Argentine cruiser General Belgrano when Parliament re-assembles on Oct. 22.

"There are still some areas where clearly the truth has not been given to Parliament," the SDP leader said in a letter to Mrs. Thatcher yesterday.

Repeating his insistence that he was concerned with the government's statements about the sinking after the event and not with the action itself, he also renewed his call for a White Paper to set the matter straight.

**Two issues**  
Dr. Owen raised two particular issues in his letter: last week's confirmation from Downing Street that Ministers were not told the Belgrano was steaming away from the Task Force, and their failure to tell Parliament that a torpedo had been fired at one of her escorting destroyers.

Many people, he said, had been surprised to discover that Ministers were not aware of the course and position of the Belgrano on May 2, 1982, when it was sunk.

And the statement of Sir John Nott, then Defence Secretary, in a recent radio interview that he had still not even told on May 4 was an even greater surprise.

Dr. Owen also raised with Mrs. Thatcher an answer she gave in December, 1982 which stated that the Belgrano had been "converging" with the Task Force but had made "general changes" of course. Ministers have been aware for several months that this was not so.

"The more I look at this question," wrote Dr. Owen, "the more I believe the record can only be put right by the publication of a White Paper and a personal statement to be made by you to the House of Commons on the return of Parliament on Oct. 22."

"It is not acceptable that a Prime Minister can have on record statements to Parliament which are now admitted to be incorrect and that we should have to rely on letters written to Members of Parliament or statements made by a former MP and Secretary of State for Defence on the 'Today' programme."

**\$50,000 HEROIN DEALER GETS SEVEN YEARS**  
A former Oxford student who introduced nearly £50,000 worth of heroin into the university city was jailed for seven years yesterday at Oxford Crown Court.

Fazrin Ansari told police he bought the drug in Kensington to supply to his friends in Oxford. Ansari, 24, of The Phelps, Kidlington, Oxford, admitted one charge of possessing heroin with intent to supply, supplying the drug and possessing it.

His wife, Debra, 26, of Valley Road, Healey, Oxfordshire, admitted one charge of possessing heroin and was sentenced to 150 hours community service.

**SMUGGLER JAILED**  
**Nuclear war fear**  
A drug addict planned to send his family to Australia to escape a nuclear war by paying for the trip with smuggled heroin, Bristol Crown Court was told yesterday.

David Pearson, 33, unemployed, posted packets of the drug from India to his wife, but Customs officials intercepted the mail. He was jailed for 4½ years.

**WATER BAN TO END**  
Restrictions on the use of hose pipes and sprinklers in the Derbyshire and Nottinghamshire areas were expected to be lifted on Monday, the Severn Trent Water Authority said yesterday.

## Bored and affluent young fall prey to heroin peril

By KENNETH CLARKE  
**ON** a bright September day, the smart end of Hampstead is not everyone's idea of a haunt of junkies and drug pushers. But drug abuse, with all its dangers, is spreading behind the elegant front doors and ivy-clad walls of the affluent.

Boredom and too much money have brought privileged young adults and teenagers into the drugs danger zone.

A random survey yesterday seemed to bear out controversial remarks made on Tuesday following a court case involving Roderick Jackson, 23, the actor Gordon Jackson's son, who admitted possessing heroin and L.S.D.

Jackson's mother, Mrs. Rona Jackson, said to reporters: "He is young and he likes to have a good time. I can't see what all the fuss is about. You expect young people to experiment with drugs. It is their bag; their thing."

"They want some excitement. Their friends are doing it and they don't want to miss out."

Her comments brought criticism from parents whose children have died from drug abuse, from medical and religious sources in the area and from Home Office minister, Mr. David Mellor.

"I utterly deplore any suggestion that taking heroin is fun or something to be taken lightly. Heroin can and does kill," said Mr. Mellor.

**'Messing about'**  
Dr. Martin Mitcheson, consultant in charge of the drugs dependency unit at University College Hospital, said some young people could "turn back" from drugs by themselves but "messaging about" with them was dangerous because of the proportion who became addicted.

His unit treated drug takers from all parts of the borough of Camden — from the more prosperous parts of Hampstead and also from the council estates. There is no clear class breakdown and we see young people from all social backgrounds."

**Some are desperate**  
The clinic treats six times as many drug patients as it did five years ago. "Most have tried to give up and have failed and some are in a very desperate situation," said Dr. Mitcheson. "In that respect, remarks like those of Mrs. Jackson are dangerous."

The Rev. Graham Dowell, of St. John's parish church, said: "Unemployment and boredom are part of it, but so are young people from so-called 'problem' backgrounds have much expected of them, and cannot always deliver. This is when they can go wrong."

**High debt charges**  
Basildon is one of three shire districts among 18 councils where rates will be "capped" by Mr. Jenkin next year.

The Commission report states that as a new town the council faces the high debt charges associated with newly built housing and facilities. But, it points out, it appears to spend about £600,000 a year more than the average council on administering its housing.

The Commission suggested that a detailed study should be undertaken to see whether the extra cost was justified. The bill for administering housing was an area of contention between the council and the Government seized on yesterday by Mr. Kenneth Baker, the Minister for Local Government. He argued that the Commission's report showed there was ample room for the council to make savings.

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# Agreement means it will be business as usual for another half-century

## LEASE OF LIFE FOR CAPITALIST HONGKONG

HONGKONG will enjoy a high degree of autonomy, including executive, legislative and independent judicial power, after transfer to Chinese rule in 1997, according to the Sino-British declaration on the colony's future.

The draft agreement, the result of two years of delicate and tortuous negotiations, which was released in London yesterday, nine hours after it was initiated in Peking, makes it clear that Hongkong can retain its free-style capitalist system until the year 2047.

The 17-page draft agreement consists of a Joint Declaration and three Annexes forming a formal international agreement, legally binding in all its parts.

An international agreement of this kind is the highest form of commitment between two sovereign states.

Both the British and Chinese Governments, says the Joint Declaration, had reviewed with satisfaction the friendly relations between the two Governments and people in recent years.

They agreed, it says, "that a proper negotiated settlement of the question of Hongkong, which is left over from the past, is conducive to the maintenance of the prosperity and stability of Hongkong and to the further strengthening and development of the relations between the two countries on a new basis."

### Aspiration of Chinese people

#### Chinese people

In the 40-page White Paper containing details of the agreement, the Government says it believes "the agreement is a good one. It strongly commits them to Parliament and the people of Hongkong."

The Joint Declaration says that the Chinese Government declares that to restore the Hongkong area (including Hongkong Island, Kowloon and the New Territories) was "the common aspiration of the entire Chinese people." It had decided to resume sovereignty over Hongkong from July 1, 1997.

In turn, the British Government declares it will restore Hongkong to China from that date.

The Chinese Government declares that its basic policies regarding Hongkong are:

"Upholding national unity and territorial integrity, and taking account of Hongkong's history and realities, the People's Republic of China has decided to establish, in accordance with Article 31 of the Constitution, a Special Administrative Region (SAR) on July 1, 1997."

### Britons may be advisers

This SAR would be directly under the authority of the Central People's Government and would enjoy a high degree of autonomy, except in foreign and defence affairs, which were the responsibility of the Chinese Government.

The Hongkong SAR would be vested with executive, legislative and independent judicial power, including that of final adjudication. "The laws currently in force in Hongkong will remain basically unchanged."

Government of the Hongkong SAR, says the Joint Declaration, would be composed of local inhabitants. "The Chief Executive will be appointed by the Central People's Government on the basis of the results of election or consultations to be held locally."

Principal officials will be nominated by the Chief Executive.

## Deal 'result of hard negotiations'

THE new-draft agreement on the future of Hongkong is the result of "hard and long" negotiations, according to the Government.

The Government says it negotiated "energetically and successfully" to secure an agreement which met the needs and wishes of the people of Hongkong, in the introduction to the White Paper containing details of the agreement.

"Taking the agreement as a whole, the Government is confident it provides a framework in which the stability and prosperity of Hongkong can be maintained after 1997."

In the Government's view there was no possibility of an amended agreement and the alternative to acceptance of the present agreement was to have no agreement.

The Chinese Government had made it plain that negotiations could not be reopened and that it would publish its own plan for Hongkong.

"There was no guarantee that such a unilateral plan would include all the elements included in the draft agreement, nor would it have had the same status as a legally binding agreement between the two countries."

"Whether or not there is an agreement between the British and Chinese Governments, the New Territories will remain in China in 1997, under the terms of the 1898 Convention."

The remainder of Hongkong (Hongkong Island, Kowloon, and Stonecutter's Island) would not be viable alone, Hongkong, including the New Territories, including the New Territories.

### The agreement

THE 40-page draft agreement on the future of Hongkong, published yesterday, consists of an introduction, which outlines the background to the negotiations, a joint declaration on behalf of the British and Chinese Governments, and three Annexes.

The first and longest Annex consists of an elaboration by the People's Republic of its basic policies for the long-term future of Hongkong.

The second Annex deals with the establishment of a Sino-British Joint Liaison Group to ensure a smooth transfer of Government in 1997, and the third deals with the issue of land leases which extend into the period after British rule ends.

There would be a free flow of capital and the Hongkong dollar would continue to circulate and remain freely convertible. The region would have, said the Joint Declaration, independent finances. The Chinese Government would not levy taxes there.

### Responsible for order

The Region would be about to establish "mutually beneficial" economic relations with Britain and other countries "whose economic interests in Hongkong will be given due regard."

Using the name "Hongkong China," the Hongkong SAR would also be able, on its own, to maintain and develop economic and cultural relations and conduct relevant agreements with states, regions and relevant international organisations.

The Government of Hongkong SAR would be at liberty to issue travel documents for entry and exit and would be responsible for the maintenance of public order.

"The Government of the PRC and the People's Republic of China declare that during the transitional period between the date of entry into force of this Joint Declaration and July 1, 1997, the Government of the PRC will be responsible for the administration of Hongkong with the object of maintaining and preserving its economic prosperity and social stability and the Government of the People's Republic of China will give its co-operation in this connection."

The Government was confident that the agreement provides the necessary assurance about Hongkong's future which will allow the Territory to continue to flourish, and to maintain its unique role in the world as a major trading financial centre.

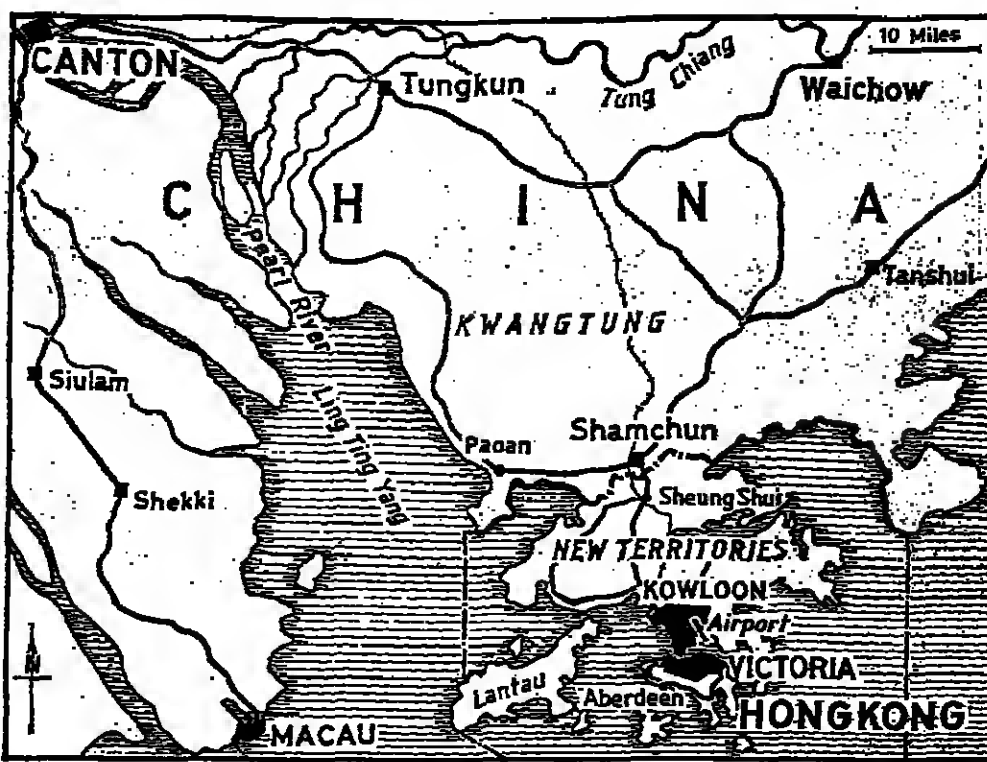
Opinion analysis

Consistently, the Government had stated that an agreement on the future of Hongkong had to be acceptable to the people of the colony as well as Parliament.

Those people would now have the opportunity to express their views on the agreement before it was debated by Parliament.

An Assessment Office had been set up in Hongkong under the charge of a senior official of the colony's Government directly responsible to the Governor. This Office would provide the Government and Parliament with an analysis and assessment of opinion.

Two monitors, Sir Patrick Nairne and Mr Justice Simon, have been appointed by the Government to observe the work of the Assessment Office and to report independently to the Foreign Secretary on whether they are satisfied the office has "properly, accurately, and impartially" discharged its duties.



## How the good life will continue in Peking's shadow

HONGKONG will be given a remarkable degree of autonomy within the People's Republic, and the way of life of its people will be largely unchanged, according to Annex One to the draft agreement outlining Peking's policies towards the Territory.

The annex promises that for 50 years after Britain cedes sovereignty over Hongkong island and the New Territories, the socialist system will not be practised and its previous capitalist system and life-style will continue.

Except for defence and foreign affairs, when Britain formally hands over sovereignty to China, Hongkong will be completely self-governing from July 1, 1997.

The Chinese Government emphasises that it will guarantee rights to the people of Hongkong including freedom of speech, Press freedom, the right of assembly and association, the right to form a trade union and to strike, freedom of belief, and free movement.

The Territory will be known formally as the Hongkong Special Administrative Region, but the agreement makes it clear that it will be known internationally as "Hongkong, China." It will even have its own flag, although the red flag of China will also be flown.

Ending of the right of appeal to the Privy Council in London will be the only major change to the judicial system and the Letters Patent, which at present lay down the constitutional basis for the colony, will be replaced by a "Basic Law" enacted by the People's Congress in Peking which will set out the basic system of autonomous government in Hongkong.

The annex promises that the Territory will be run by the local inhabitants and that the Chief Executive of the region will be selected either by election or through consultations held locally, and he will be appointed by the Peking Government.

The Legislature will be directly elected and both the English and Chinese languages may be used in government and the courts.

The main points made in the annex include:

**The Law**

All previous laws in force in Hongkong will continue and will be subject to amendment by the legislature. The common law, rules of equity, ordinances, subordinate legislation, and customary law will all continue in force.

The legislature will be free to pass new laws except where they conflict with the Basic Law, which lays down the Territory's constitution.

**Judiciary**

The document states clearly "the judicial system previously practised in Hongkong shall be maintained," except that instead of the Privy Council, Hongkong will have its own final court of appeal.

The annex makes it clear that the courts exercise judicial power independently.

**Nepal fears for future of Gurkha brigade**

By JAMES MACMANUS in Hongkong

NEPAL has expressed anxiety about the future of the Gurkha Brigade stationed in Hongkong, following the Sino-British agreement on the colony's future.

Peking has made it clear that defence of the territory will rest with the regular Chinese Army after the colony reverts to Chinese rule in 1997.

This places a question mark over the future of the 8,000-strong Gurkha brigade which is recruited from Nepal in the Himalayas.

Economic worries

According to senior British sources in Hongkong, the Foreign Ministry in the Nepalese capital of Kathmandu has been in touch with Whitehall about the future of the force.

Any disbandment of the Gurkhas would have severe adverse economic repercussions on their future in Hongkong.

### Shipping

Hongkong's role as a major shipping centre will be preserved by ensuring that the present system of management and regulation endures.

The Annex states: "Private shipping businesses and shipping-related businesses and private container terminals in Hongkong may continue to operate freely."

Shipping will be registered separately from the Chinese register on certificates in the name of "Hongkong, China."

### Civil Aviation

The Annex makes it clear that Hongkong will continue as a major centre of regional and international air services, and that airlines and related businesses will continue operating.

The Hongkong Government will negotiate its own bilateral arrangements on air services with relevant states. As far as possible existing air route rights enjoyed by Hongkong will be maintained.

### Education

The present system of education will continue, and its control and policy will be entirely in the hands of the Hongkong Government.

This includes the provision of funds, the examination system, the language of instruction and the administration of the system.

The Annex states specifically: "Institutions of all kinds, including those run by religious and community organisations, may retain their autonomy."

Students shall enjoy freedom of choice of education, and the Annex states they will be free to pursue their education outside Hongkong.

### Foreign Affairs

The regional Government may, using the name "Hongkong, China," maintain and develop relations with states and international organisations in economic, trade, financial and monetary fields as well as in shipping, tourism, cultural and sporting areas.

Other foreign affairs matters will be the responsibility of the Peking Government.

Foreign Governments which are recognised by Peking will be free to establish consular and other diplomatic missions in Hongkong. Britain may establish a Consulate-General in Hongkong.

### Defence

Military forces of an un-stated size will be stationed in Hongkong by the Chinese Government.

But the Annex specifically states they will be there for the purposes of defence only and will not interfere in internal affairs of the region.

Responsibility for the maintenance of public order will be in the hands of the Hongkong Government.

**Rights and Freedoms**

The Annex makes it clear that all existing rights and freedoms will be preserved.

It states: "The Hongkong Special Administrative Region Government shall maintain the rights and freedoms as provided for by the laws previously in force in Hongkong, including freedom of the person, of speech, of the Press, of assembly, of association, to form and join trade unions, of correspondence, of travel, of movement, of strike, of demonstration, of choice of occupation, of academic research, of belief, of inviolability of the home, the right to marry and the right to raise a family freely."

Specific guarantees are also given to religious organisations. Religious organisations and believers will be free to maintain links with religious bodies elsewhere and schools, hospitals and welfare institutions run by religious organisations may be continued.

**Rights of abode**

Chinese nationals who were born in Hongkong or have lived there continuously for at least seven years will have the right of abode in Hongkong, as will the children of such people.

Non-Chinese nationals who have lived in the Territory for seven years and have taken it as their place of permanent residence will also have the right of abode there.

## How Thatcher visit to Peking sparked vital discussions

DEEP concern about the future of Hongkong started to surface "with a vengeance" among people in the colony and foreign investors in the late 1970s, as the period before termination of the New Territories lease shortened.

In particular there was increasing realisation of the problems posed by individual land leases granted in the New Territories.

These were due to expire three days before the overall lease in 1997.

It was clear that the steadily shortening span of these leases and the inability of the Hongkong Government to grant new ones beyond 1997 could deter investment and damage confidence.

According to yesterday's White Paper on the new Sino-British draft agreement on the future of Hongkong, the Government, following a detailed examination of the problem, would begin to expedite quickly in the early mid-1980s if nothing was done to alleviate the uncertainty caused by the 1997 deadline.

Met chairman

When the Governor of Hongkong visited Peking in March, 1978, at the invitation of the Chinese Minister of Foreign Trade, an attempt was made to solve the specific problem of the land leases, but without success.

Against a background of increasing awareness of the Hongkong problem, the government decided that the Prime Minister's visit to China in September 1982 would provide an opportunity to open discussions with the Chinese Government on Hongkong's future.

It was apparent that the Chinese Government had reached the same conclusion and the Prime Minister met Chairman Deng.

During the 19th century, Britain concluded three treaties with China, the first of which, the Convention of Peking in 1860, under which the southern part of Kowloon, Peninsular and Stonecutter's Island were ceded in perpetuity.

The Convention of Peking in 1860, under which the southern part of Kowloon, Peninsular and Stonecutter's Island were ceded in perpetuity.

The Convention of 1898, under which the New Territories (comprising 90 per cent of the total land area of the present territory) were leased to Britain for 99 years from July 1, 1898.

After 1997, however, these newly-leased properties will be charged rent at the rate of three per cent of their current rateable value.

Because it is recognised that part of the value of new leases issued by the Hongkong Government over the next 35 years derives in part from their post-1997 term, it has been agreed that the proceeds will be shared equally between the present Administration and the future Government.

Each side has to designate a senior representative of ambassadorial rank, together with four other members of the group. Each may also send up to 20 supporting staff. The Joint Liaison Group will be established when the Joint Declaration comes into force.

From July 1, 1988, the Group will have its principal base in Hongkong, meeting in Beijing, London and Hongkong at least once a year in each location and continuing its work until Jan. 1, 2000.

Members of the Joint Liaison Group will enjoy diplomatic privileges and immunities as appropriate when in the three locations. Proceedings will be strictly confidential unless otherwise agreed.

The two Governments must also decide on action to ensure

The Group's prime functions will be to conduct talks on the implementation of the Joint Declaration.

Matters to be considered in the first half of the period, up to 1997, will include deciding what action should be taken by the two Governments to enable the Hongkong Special Administrative Region to maintain its economic relations as a separate custom territory, and in particular to ensure the maintenance of Hongkong's participation in the General Agreement on Tariffs and Trade, the Multi-Fibre Arrangement and other international arrangements.

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Gloucestershire  
c. £17,500

This new appointment is responsible for the development, implementation and management of computer-based production planning and control systems within a fast-developing British technology-based group. The electronic equipment and systems products are leading edge and the group is about to commission purpose-built production facilities employing 150. The appointment reports to the Group Manufacturing Manager and the ideal candidate is likely to be a graduate aged 20 to 35, who has specialised in production planning and control systems - from product explication to shop

control - in a quality, medium to high-volume electronic assembly environment. Starting salary is likely to be around £17,500 - could be higher for an exceptionally able candidate - and relocation assistance is available to the highly attractive Gloucestershire location.

Please send brief cv, or phone for an application form, in confidence, to Mike Brown, Ref: W4133/DT, PA Personnel Services, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Telephone: 01-235 6660.

### Data Communications Product Engineers

Hants  
to £16,000

This extremely successful company is one of the leading innovators in data communications and owes much of its outstanding success to its technical excellence and superb support. Additional Product Engineers are now required to provide technical support to its development, marketing and sales outlets, to advise on product specifications, give training courses, and evaluate products; and to take on full technical responsibility and design authority for one or more products. Candidates, educated to degree level in electronics, electrical engineering, computer science, physics or

equivalent, should have a minimum of 3+ years' experience in telecommunications and must be able to interface effectively at all levels. Conditions of employment are highly attractive and will include relocation assistance if appropriate and a generous travel allowance.

Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: A8025/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

### Regional Sales Manager



BS&B Safety Systems are the world's largest manufacturer of bursting disk safety devices used by the chemical and petrochemical and power generation industries. Europe, Africa and the Middle East are managed from a central office in West London, supported by a European manufacturing plant. The company is expanding rapidly and is the dominant supplier in the European market. An energetic, self-motivating Sales Manager is required to undertake vigorous development of key industrial markets in Europe. Experience of pressure systems and/or chemical plant operation is required

and an engineering background is desirable. Sales management experience and total fluency in French are essential: any other languages will be considered a plus.

In addition to an attractive remuneration package, the successful candidate will have excellent prospects for career advancement. For further information and an application form, please call Mr H J R Beveridge, (Marketing Director) on 01-944 10334, or write to him at BS&B Safety Systems Limited, Gable House, Turnham Green Terrace, Chiswick, London W4 1QP.

### Sales Representatives

Various UK locations  
attractive salary + car

Rose Forgrove

We are one of the world's largest manufacturers of packaging machinery which is becoming increasingly sophisticated in both content and technology. We are now seeking to expand our sales force by appointing additional Representatives in various parts of the UK. Whilst we are looking for a high level of education - degree, HND etc - we are more concerned with proven ability to sell capital equipment and the

personality to make positive relationships at all levels. Preferred age 25-40 years. In return we offer an absorbing and challenging job, with excellent opportunities for advancement. Overseas travel is part of this. Our salaries are competitive and we offer 'blue chip' company benefits.

Write giving full cv or enquire for further information to: Brian Perkins, Company Personnel Manager, Rose Forgrove Limited, Seacroft, Leeds LS14 2AN.

### Territory Management

Hospital products  
attractive salary + car

N Medical

N Medical is an established but fast-growing medical company within a successful group of British-owned companies. The products include disposable and reusable hospital devices, as well as a revolutionary new dressing. We require Territory Managers to share in the future success of this company.

Successful candidates will be experienced, self-sufficient and effective salespeople with management potential, who are able to demonstrate negotiating skills of the highest order, preferably within the health-care market. These positions are field based covering the following areas: Northern Ireland/Scotland/North West & Mersey

RHAs/East Anglia & NE Thames RHAs/Oxford & NW Thames RHAs/SE Thames RHAs/SW Thames & Wessex RHAs. In return for determination and hard work we can offer you an above-average basic salary, plus incentives, a Sierra 1.6L or equivalent car, business expenses and large company benefits. Promotion prospects are excellent and, above all, you will have the opportunity to share in the success of a new sales and marketing venture seeking rapid growth. Candidates should submit a current cv or apply for an application form to: John Dawson, Group Personnel Manager, Needle Industries Limited, Studley, Warwickshire B80 7AS. Tel: 052 785 2301.

PA consulting group: Management Consulting - Technology - Computers and Telecommunications - Personnel Services

**DIGITAL**

“ Could you devise a solution to perform complex digital filtering at speeds 100 times greater than current 16 bit microprocessors? ”

**ANALOGUE**

“ Have you the ability to design a military 20 bit A/D converter with a multichannel KHz. conversion capability? ”

**SOFTWARE**

“ Faced with the task of designing a multi microprocessor configuration using a shared resource, could you solve the problem of simultaneous access? ”

**SYSTEMS**

“ Could you determine the requirements and implement the overall design of a new weapons system? ”

**EVERY DAY OF THE WEEK, OUR ENGINEERS FACE CHALLENGES LIKE THESE**

**BRITISH AEROSPACE**

Our tasks cover a wide diversity of applications such as navigation and guidance, gunfire and missile control; underwater weaponry and electronic warfare. To take up these challenges, we need Hardware, Software and Systems Engineers with a minimum of 2 years' post-graduate experience.

If you would like to work in a stimulating environment, offering diversity and challenge, then make sure you come and see us at one of our informal interview locations.

We hope you will be able to come, but if you can't please write or phone Kevin Harris, Senior Personnel Officer, British Aerospace Dynamics Group - Bracknell Division, Downshire Way, Bracknell, Berkshire, Tel: Bracknell (0344) 483222. We are an equal opportunity employer.

**INFORMAL INTERVIEWS**

We'll be here to welcome you at:

Harrow Hotel, Harrow, on Thursday 27th September, 4.30pm - 9.00pm. On A404.

Holiday Inn, Slough, on Friday 28th September, Commonwealth Suite 4.30pm - 9.00pm.

Queens Hotel, Farnborough, Hampshire, on Thursday 11th October, Farnborough Suite, 4.30pm - 9.00pm. Opposite RAE on A325.

## SALES OPERATIONS MANAGER FROZEN FOOD

Thrilling sales and vigorous marketing is the route chosen by this successful food manufacturing Company to double in size quickly across all market sectors. Brand identity is of national significance. This new appointment is designed to ensure the ever increasing momentum in the market-place is sustained by efficient co-ordination of the interfaces between the point of sale and all Company operations.

Accountability will be for the planning, analysis, and control of sales operations. Responsibility will be to the Managing Director. The key requirement is a proven record in defining and operating a total management information and control system - manual and computer based - designed to achieve optimum sales performance and allow sales management to exploit market opportunities rapidly with confidence. Experience will have been with food companies that have exacting standards of professional competence.

Age: probably late 30's. The salary indicator is £16,500 with attractive conditions of service including car provided. Location: North West.

Letters from suitably qualified men or women should include a detailed curriculum vitae including salary progression to date which will be handled in confidence by Dr A G Roach.

**ROACH**

A G ROACH & PARTNERS,  
MANAGEMENT CONSULTANTS,  
433, EDGWARE ROAD, LONDON W2 1TH

## Purchasing Executive

North West based Circa £15,000 + Car

Prime responsibility will be for the sourcing of electronic components and related materials in Europe and the Far East. This is to meet the needs of our client's data communications equipment manufacturing operations in Canada and the United States, as well as the UK.

Reporting to the Corporate Purchasing Manager based in Canada, the appointee must demonstrate considerable overseas sourcing achievement, ideally within the electronics industry. Experience of modern management information systems, including MRP, is also essential. Scope will be extensive in a business geared to constant new product introduction and rapid change. Worldwide sales are currently £50m and continued dynamic growth is forecast.

The demands of the job necessitate mobility and success will create career development opportunities within this profitable corporation.

For a confidential application form, male or female candidates should ring or write quoting reference number 696/DT. Telephone (24 hours) 0625 533364.

**Wickland & Westcott**  
& Partners

LONDON - PARIS - BRUSSELS - DUBLIN  
Executive Selection/Management Development  
Eagle Star House, 10a Alderley Road, Wilmslow, Cheshire. SK9 1QX  
Tel: (0625) 532446

## Sales Manager

Somerset

For an autonomous company within a major group. The company (whose turnover is in excess of £6 million) produces rubber and pvc soiling materials for the shoe industry and has an excellent reputation for quality and service.

Reporting to the General Manager, the sales manager will head the company's small sales team and be responsible for increasing turnover. This will be achieved by securing new outlets for the company's products in addition to developing business with existing customers.

The primary requirements for an experienced sales manager with the ability to organise and motivate a sales team and demonstrate a successful selling record. A chemical engineering background or experience gained in the shoe industry will be an advantage. Age: 35 - 42.

The salary offered is up to £16,000 plus a car and other benefits which include a non-contributory pension scheme and private medical insurance.

Location: Yeovil.

Please reply in confidence to: A Walker (Ref 98).

**TML KMG**  
Thomson McJinlock Associates  
15 Pembroke Road Bristol BS8 3BG

## ATE Programmers

£9 - 15K plus bonus

A real opportunity to stretch your skills

Our client has something special to offer in test programming services. Major electronics companies have recognised this and business is growing rapidly.

They need additional professional electronics engineers with one or more years experience of ATE programming, ideally in 'in-circuit' testing.

If you can work on your own initiative with the minimum of supervision, here is a great opportunity to see short term projects through from beginning to end in a commercial environment free from large company restrictions. You must be an able communicator who can relate to technical staff at all levels.

Efforts do not go unnoticed. The positions which are based in Cambridgeshire will have extremely competitive salaries and an annual performance related bonus. Relocation assistance will be available in appropriate cases.

Please send your C.V. to John Faith, quoting reference TP/TA or telephone for an application form. This position is open to both men and women.

**Cambridge Recruitment Consultants**

1a Rose Crescent, Cambridge CB2 3LL. Telephone: 0223 311316.



# ADVANCING THE NEW ERA OF RETAILING

## GENERAL STORE MANAGER £26K Package

Asda, innovators of the superstore concept, continue their outstanding success story. Profits peaked at £81.9 million in the past financial year. Approximately 2m. customers regularly shop at Asda's 96 stores each week. Sales figures soared to over £1.5 billion, and, with 7 Superstores opening prior to Christmas, the opportunities for further expansion are endless.

We're embarking on a new era of retailing, in which the contribution of our General Store Manager is crucial. Make no mistake, this is no easy task. Responsibility for the day to day running of the store is yours. That embraces maximising profitability to motivating approximately 350 staff.

It's a diverse, demanding position calling for an exceptionally high calibre of candidate. You'll combine a flair for retailing with extensive management experience.

Administrative ability and business acumen are further essentials. So too are strong leadership qualities and outstanding communicative skills. We're looking for an innovative individual with an original approach to retailing, and the flexibility to meet constant new challenges.

In return, Asda offers unrivalled opportunities for personal development plus a prestigious benefits package, including an excellent salary, company car, BUPA, share option scheme and generous relocation benefits.

If you have the varied abilities to meet our demands, then please write for an application form and further details quoting Ref. no 4/DT, to: Mr. Peter Rose, Company Personnel Manager, Asda Stores, Asda House, Britannia Road, Marley, Leeds LS27 0BT.



ALL TOGETHER BETTER  
**Asda**

## HARDWARE/SOFTWARE PROJECT MANAGERS £14-18,000 plus car

# Ten out of ten for innovation

The fact that we are looking for at least 10 new project managers is a strong indication of the scale of the investment at our major new R & D headquarters in Hertfordshire.

But the physical size of our development plans, although impressive, isn't really the most important feature. What is, is the fascinating nature of the technology involved and your personal influence in a unique R & D environment that drives our commercial success and our imaginative innovation.

The ingredients in the equation include both mini and micro computers, precision image processing, laser and optic technology creating a range of world leading products so fascinating in the sheer boldness of the technical concepts behind them, they will stretch the best of technical minds.

But technical talent isn't enough. As a commercial organisation working exclusively on non defence projects, both project budgets and timescales are made to be kept. Hence commercial involvement is a distinct feature of the project manager's role and takes you beyond the sphere of the design bench into close involvement with marketing managers and customers alike.

❖ ❖ ❖ A Division of The De La Rue Company plc

It's likely that you'll be in your late 20's or early 30's and are more than prepared to step into what could be your first management role. You'll see yourself as an electronics specialist, but as some teams have a distinct software bias an appreciation of real-time software, data compression, or bit-slice techniques would also be of value.

We'd like to show you just what we mean by Imaginering, so for further information call Mike Sterling on Hemel Hempstead 218311. Alternatively, either leave a message requesting an information package on (0442) 42557 (24 hour answering machine), or send a brief CV to Mike Sterling, Resourcing Manager, Crosfield Electronics Ltd., Three Cherry Trees Lane, Hemel Hempstead, Herts. HP2 7RL.

**Crosfield Electronics**  
Engineering the imagination

# Sales and Customer Service Opportunities

For our highly competitive service industry, consistent excellence of personal services at all points of contact with the customer is a prerequisite of success. In order to attain our corporate goal of being the best airline in the world we must ensure that effective sales and marketing messages are transmitted to all British Airways personnel.

The achievement of market and customer orientation requires an up-to-date, creative, and lively team of professional trainers, working closely with line managers to produce service excellence. A further objective is to develop training programmes of value to clients within the travel industry.

If you come from a sound sales/marketing background and have already demonstrated your abilities as a trainer, this could be your opportunity to get to grips with all the challenges involved in activating training developments for a dynamic, market led organisation. All the following new appointments are open to men and women with well developed communication skills, proven powers of persuasion, and no objection to long hours and overseas travel.

## Sales & Customer Service Training Manager

In this key appointment your first task, in co-operation with the Customer Services Manager, will be to establish the team needed to achieve the goals set out above.

Customer Service is a vital part of British Airways marketing strategy and this must be reflected in all new programmes developed. A 'needs analysis' is required in order to help line management meet their responsibilities for staff performance. You will also work with other areas of the company to define the core supervisory and managerial qualities appropriate to those leading customer contact staff in the new British Airways style of management.

You should currently be running a training department or be involved, at senior level, in developing marketing strategies and sales plans for a major organisation. You will certainly be able to demonstrate your effectiveness as a trainer in a sales and marketing context, and will have developed and implemented effective programmes of training for trainers. A graduate and/or professionally qualified, you will display well developed analytical and problem solving skills and the level of professional commitment to measurable achievement that will earn the full respect of line management and your own team.

Successful applicants for this job will be unlikely to be earning less than £15,000 currently.

## Sales & Marketing Training Advisers

You will play a lead role in generating effective sales and marketing awareness inside British Airways. This you will do by identifying training needs and the 'transfer' of training to the customer. Your success will depend to a large extent on ability to develop good 'client' relationships with British Airways line managers, and to cooperate effectively with senior management in visualising and preparing for future needs. You'll be personally responsible for developing and running high level sales and marketing training programmes, both for trainers and other staff.

Educated to degree level, you'll have been involved in strategy or planning in a marketing role. On the training side you'll have had experience of training people in the use of sales and marketing techniques. You'll have achieved good results in training courses. Beyond this we're looking for highly developed problem solving skills and a flow of new ideas you'll be eager to test out in an organisation that encourages innovation. Ref. SMT.

## Training Co-ordinator, External Clients

The main emphasis of this role is on running 'third party' training as a healthy defined business, designed to operate as an effective and profitable service for our travel industry clients. Thus you will develop your own policy, prepare your own strategy and undertake your own sales review - all in the light of British Airways' corporate strategy and market needs. This appointment is tailor made for an enterprising individual who is ready to seize potentially profitable opportunities - and also to take calculated risks. At the same time, you'll need to demonstrate a high level of credibility and sound judgement.

A graduate or equivalent, preferably in a business related discipline, you will have had at least three years' practical marketing experience in an area such as advertising, selling or marketing. You will also have had training experience in the use of marketing techniques and the analysis of training needs. An up-to-date knowledge of the travel trade would obviously be an advantage and we will expect you to show evidence of ability to relate your original thinking to the positive requirements of projects or briefs. Ref. TCS.

These positions attract salaries across a range from £12,000 p.a. - £15,000 p.a. dependent on experience and expertise.

## Training Design Co-ordinator

Currently our training consists of a mix of face-to-face, tutorial, programmed instruction and computer assisted instruction. The Design Co-ordinator will run a small development team tasked to help the other job holders to convert training needs into training programmes. Expertise in training methodology and techniques and a knowledge of how people learn will be required to ensure training is both learner-centred and cost effective. Training programmes are required to meet a variety of changing needs in a way which blends the technical knowledge and skills of each job with the customer contact skills required company-wide.

A graduate or equivalent, preferably with a qualification in Behavioural Science or with at least 3 years' experience of designing and delivering a variety of training programmes, preferably for those with customer contact. Ref. TD4.

This position will attract a salary of up to £12,000 dependent on experience. All the salary packages include a contributory pension scheme, holiday bonus, favourable holiday travel and profit sharing. But what could be even more attractive to ambitious people are the excellent prospects of further career development within or outside British Airways' training area. These posts are earmarked for people with the potential to reach senior management level.

Please write, quoting appropriate references, enclosing a full C.V. to: Trevor Austin, Manager Recruitment and Selection, British Airways Plc, P.O. Box 10, Heathrow Airport - London, Hounslow, Middlesex, TW6 2JA, marking the envelope S49.



The world's favourite airline

## Geophysicists

London

to develop new exploration plays from half a million kms of seismic

Conoco is one of the world's leading energy companies and part of DQ Pont, a unique resources/high technology enterprise ranking among the 10 largest industrial corporations in the world. Conoco (UK) Limited is primarily concerned with the exploration, development and production of UK oil and gas reserves.

Right now, our expanding activities have created openings in our London office for experienced geophysicists. Our explorers have a data base of over 1/2 million kms. of seismic and several hundred wells on which to develop new exploration plays using the latest computer-aided interpretation methods. In addition, they have access to a multi-national exploration and research organisation to provide state of the art backup for their ideas.

We have a strong offshore position, both onshore and offshore, and a positive approach to evaluating open acreage. The range of projects you will be working on varies from

detailed 3-D interpretation to regional seismic stratigraphic evaluation of complete depositional systems. Emphasis is placed on the integration of geologic and geophysical interpretation. The opportunities to build on your skills and experience working on a variety of challenging projects are considerable; so too are the opportunities for advancement both at home and overseas.

To qualify for these attractive opportunities, 3 to 5 years' interpretative experience is essential.

In addition to an attractive salary, our comprehensive benefits package includes non-contributory pension, optional stock purchase plan and generous relocation to the London area, where appropriate.

Please telephone (01-730 7584/7749, at any time) or write in the first instance for an application form to Ian White, ref. D.63, HAY-MSL Recruitment Advertising, 52 Grosvenor Gardens, London SW1W 0AW.

**CONOCO**  
CONOCO (UK) LIMITED

**The Energy Company**

## TECHNICAL MANAGEMENT

Surrey £13-15K+

Birds Eye Wall's, a subsidiary of Unilever, are seeking experienced and well qualified professional applicants who will be between 25 and 35+ for the following posts:

### ENGINEERING MANAGER

Suitable applicants will be engineers of high achievement who can demonstrate a practical application of their knowledge and experience across a wide spectrum of disciplines.

The majority of our operation, which has become highly mechanized, is associated with Packaging and Mechanical handling, and we now require a self-motivated engineer who will enjoy the challenge of ensuring that the Company is taking full benefit from the rapid changes in technology in these areas of activity.

### INDUSTRIAL ENGINEERING MANAGER

The successful applicant, who will join a small specialist team, will have experience in factories and in the management of micro-electronics. He/she will be responsible for the maintenance of productivity performance records and the development of productivity programmes across the Technical Division.

Both appointments will be at Head Office but considerable travel within the U.K. is envisaged. Career opportunities are excellent both within Birds Eye Wall's and the Unilever Organisation.

Please apply in writing giving details of age, education, qualifications, experience and current salary to: Ruth Williams, Personnel Manager, Watson Court, Birds Eye Wall's Limited, Station Avenue, Welton-on-Thames, Surrey KT12 1NT.



## Fuel & Energy Engineer

to £14,000

The work specialises in fuel and energy utilisation associated with refuse treatment and disposal, an area in which we have an enviable reputation. Responsibility will therefore include feasibility studies, concept design, plant specification, project engineering and management.

The Process Engineering Division is part of one of Europe's largest consulting engineers. Our work covers a very wide range of capital projects at home and overseas in both the public and private sector. The range

of experience will certainly enhance career prospects.

Candidates should be Chartered Engineers or graduates in Mechanical Engineering with experience in fuel and energy related industries preferably extending to solid waste disposal or resource recovery.

Please write with full details of career, qualifications and salary progression to: Ian Bowers, Head of Personnel, WS Atkins Group Consultants, Woodcote Grove, Ashley Road, Epsom, Surrey, KT18 5BW.

## WS Atkins Group Consultants

The Queen's Award for Export Achievement to the WS Atkins Group

## SALES CAREERS IN WEIGHING

c.£12,000 + commission + 2 ltr. car + exceptional benefits

Northern Home Counties and Midlands

Molenscot, internationally recognised experts in the field of weighing technology are reorganising, rebuilding and expanding in the U.K. under new ownership and backed by considerable new investment. Whilst retaining the best of the old, with technical excellence and a reputation for quality, we have now created a new image and a dynamic approach to our international marketing. To achieve this exciting growth, we need enthusiastic additional sales professionals to concentrate their efforts in London, the Home Counties and the Midlands regions.

Probably in your 30s or early 40s you will have good sales experience, ideally, but not essentially within the weighing or similar technical environments. Without doubt you will have the drive and

enthusiasm to succeed in a sales role, the ability to assimilate knowledge of new high tech products and the flexibility to assess a variety of complex applications.

Responsible directly to the U.K. General Manager you will receive, in addition to a high basic salary, commission, structure, quality car and excellent company benefits. The opportunity for exceptional personal development and the full backing and support of an international market leader.

Applicants, male or female, should apply with full personal and career details to: Maurice J.E. Wiltoung, Mercuri Urval Ltd., 1 College Road, Harrow, Middlesex HA1 1YZ, quoting ref. no. 575 or telephone 01-863 0966 for further details.

**Mercuri Urval**

## Physical Metallurgist

for a management post in research with leading cemented carbide manufacturer.

Located near Johannesburg, the Boart Research Centre is an integral member of the worldwide Boart International group of companies. At our sophisticated R&D centre, we carry out research in technological innovation as well as in the development of mining tools and equipment for the entire group.

We enjoy an international reputation for technical excellence in the hard metal field and our research findings are much sought after by international conference convenors.

An internal promotion now prompts us to seek a Physical Metallurgist who, as a Section Head reporting to the Research Manager, will lead and motivate a team of young graduates working on projects connected with various aspects of farrow metallurgy, corrosion prevention and cemented carbide technology. He will also liaise with senior production management.

Applicants should therefore have a PhD in materials-related research together with natural man management ability, good report writing skills and, ideally, a knowledge of powder metallurgy principles.

Salary, negotiable to R26,000 p.a., will be augmented by comprehensive benefits including: company car + free air passages to the Republic + baggage allowance + free initial accommodation + a settling-in allowance + medical aid scheme + pension fund + free life and accident insurance cover.

South Africa itself will provide a very high standard of living, a year-round outdoor climate and excellent educational facilities.

Please write giving full personal and career details to S.A.A. Bryant, ACIS International Appointments Ltd., 40 Holborn Viaduct, London EC1P 1AJ, quoting ref. SDT/20/84 and listing a daytime telephone number. Interviews will be held in the UK early this November.



**Boart Research Centre**  
Boart International Limited



Design  
fish  
ways  
BASIC  
my

صحة الام

# PER Professional & Executive Recruitment



### Timber Products

Our client, pleasantly situated on the fringe of the Yorkshire Dales, is involved in the manufacture of high quality timber products. Due to continued expansion they can now offer the following excellent public company.

### Works Manager

This is a new appointment within the company and you will be directly responsible to the Managing Director for the overall smooth and efficient operation of the works. This will involve planning, production and distribution of finished goods together with motivation and management of the staff. Line management experience in batch production is essential - preferably in the Timber industry. We are looking for a dynamic, ambitious person with good management experience and commercial awareness. Age 28+.

### Sales Executive (UK)

This job would suit a Senior Sales Executive or Regional Sales Manager with experience in preferably timber or related products, selling to architects and/or builders and/or merchants, who will have technical appreciation. You will be selling a very competitively priced high quality product. There are no limits on age or residential location providing you are "the person for the job".  
Full CV to Miss Anne George, PER, Green House, Dairy Square, Liverpool L2 7SR.

### Works Manager

#### Metal Closures Thermoplastics Ltd.

The company manufactures an extensive range of plastic injection moulded crates, caps and trade mouldings, as well as new high technology products. There are 130 employees at the Swindon factory. We now require an experienced Factory Manager, with good qualifications and a background within plastics processing or allied industry. Ability to assume full line management responsibility for production, works engineering, labour control, quality, transport and other services is essential. This is therefore an excellent opportunity for a Manager in the 30-45 age range with all the strengths and enthusiasm which this job demands. Salary will be negotiable, there is a company car, pension scheme and attractive conditions of employment.  
Send CV to The Personnel Manager, Metal Closures Thermoplastics Ltd., Silchester Road, Swindon SN1 9TT.  
A member of The Metal Closures Group of Companies

### Packaged Grocery Negotiator

Manchester c £15,000

The CWS Food Marketing Group is responsible for a multi-million retail operation with a reputation for quality produce at realistic prices. Complementing a highly motivated team, you will be responsible for the defined product range - negotiating with major manufacturers for the supply of branded and own label goods to retail and distribution outlets within the organisation. Prices, terms and promotions will be assessed and monitored with a keen awareness of this highly competitive market. Ideally 30/40, you will have similar previous experience of multiple buying. Knowledge of FMCG marketing would be advantageous.  
Excellent rewards, prospects and benefits. CV to: Mr. A. B. Gray, Group Personnel Manager, CWS Marketing Group, New Century House, Manchester M60 4ES.

### Electronics Production

Leicester

To help prepare our highly sophisticated measuring instruments for production, we need two talented Electronics Engineers with proven planning experience.

### Chief Project/Planning Engineer

In control of projects providing management with costs, time scales and resources required to bring new products to successful production. Degree-level with small batch production experience involving instrumentation or electronic control systems. Age 35+.

### Electronic Planning Engineer

To provide electronic planning data - including manufacturing processes, tooling and costs - from design drawings. Full Tech Cert/OND level in Electronics or Prod. Eng. with min 3 years electronic production planning experience.  
Competitive salaries/benefits. No location assistance. Genuine prospects. For application form, contact Mr. J. Smith, Personnel Manager, Rank Taylor Hobson Ltd., 100, New Street, Leicester LE1 7JF. Tel: 0533 78777.

### CAD/CAM Engineers

Based in Solihull, West Midlands, my client has two vacancies as a result of the installation of CAD/CAM.

### Systems Analyst to £12,750

To maintain operating system VAX/VMS, CAD/CAM software, system generation, writing communication and application software. Responsibilities also include organisation of technical programming courses in Fortran.

### CAD/CAM Co-ordinator to £12,750

To implement suitable design projects on a DEC VAX 11/750 Computer, using CAD/CAM system based on solid modelling technology. Responsibilities also include organising CAD/CAM training courses for Design Engineering and demonstrating CAD/CAM system. About 2 years experience, an ability to communicate with users and to produce accurate results quickly is essential. Preferred age 25-38 with degree. CV to: Janet Allen, PER, Forester Court, Stoddards Lane, Birmingham B4 6DS.

### Area Sales Executive

#### Vehicle Contract Hire

Midlands Attr 5 fig Package + Car

We are a P & D Contract Hire providing a wide range of commercial vehicle contract hire services to industry and a fast growing company within one of Europe's largest transport groups. We now need a high calibre sales professional, based in Walsall, to further develop our market share in the Midlands. This is a challenging role of successful selling at the highest level. The ideal candidate will offer excellent sales achievement in a service industry preferably the track rental or contract hire markets.  
Send full CV to: Mr. J. A. Contract Hire, Personnel Manager, P & D Contract Hire, Barton Dock Road, Stratford, Warwick CV37 9YJ.

### P&O Contract Hire

specialists in vehicle management

### Project Accountant

Manchester

Dorma, the brand leaders in the manufacture and marketing of fashion footwear has, due to promotion, a vacancy for a recently qualified accountant - ACA or AGMA, to be based at our Head Office in Salford, Manchester. Reporting to the Financial Controller, the Project Accountant will undertake a wide range of interesting and varied assignments related to the management control of the business. The successful applicant must have the ability to make recommendations that would result in the improvement of internal management and employment conditions, the opportunity for a young salary and employment gains, the opportunity for a young salary and employment gains, the opportunity for a young salary and employment gains.  
Please send full CV to: Mr. J. A. Contract Hire, Personnel Manager, P & D Contract Hire, Barton Dock Road, Stratford, Warwick CV37 9YJ.

### Production Manager

Bio-Chemicals

An international company manufacturing fine bio-chemicals and biotechnological research instruments needs an experienced Production Manager to join a small, closely knit team at its new European HQ in Cheshire. The job involves responsibility for raw materials purchasing and process, involving proprietary purification techniques to the highest quality standards; and management of the packaging function. Age 28/45 and at least HNC level in Chemistry or Bio-Chemistry. You must be a Physical Chemist and have relevant supervisory experience in the fine chemical industry plus the commitment and commercial acumen needed to help develop this new operation.  
Excellent rewards and prospects. Telephone Dorothy Thompson at PER, Warrington on 0925 52353.

### Design Engineers

Leicester

In maintain an leadership in the field of precision measuring instruments and thermal imaging equipment, we need degree-level Engineers:-

### Hardware Design Engineer

Electronics Engineer with min 2 years design experience with 6 or 16 bit microprocessors plus some software experience. Design devices electronic interfaces, controllers and other system hardware for multi-processor based instruments.

### Electronic Design Engineer

Key role in the design development of analogue digital systems. Honours Degree and min 4 years design experience. Project leadership experience advantageous plus familiarity with MEO procedures.

### Mechanical Design Engineer

With broad design experience involving analysis work including vibration and finite element. Mathematical background plus ability to use computers.  
Competitive salaries/benefits. No location assistance. Genuine prospects. For application form, contact Mr. J. Smith, Personnel Manager, Rank Taylor Hobson Ltd., 100, New Street, Leicester LE1 7JF. Tel: 0533 78777.

### Export Sales Challenge!

Fork Lift Trucks

£9,500 + Car + Comm

Producing some of the world's finest Fork Lift Trucks, Coventry Climax need to strengthen their Export Sales team which a responsible role in marketing the product range worldwide. An Export Area Manager is needed to be responsible for developing sales in the Middle East - a key territory with substantial existing business and exciting further potential. Age 24-30, overseas sales experience is not essential but you must have a proven record of sales high value capital equipment in an engineering environment in the UK. Knowledge of French an advantage. Excellent salary, commission, bonus, car and other benefits.  
CV to: Steve Mills, PER, Rank Taylor Hobson Ltd., New Street, Coventry CV1 2PE. Tel: 0203 23286.

### Electronics Development Engineer

Leicester

Rists is one of Europe's foremost manufacturers of automotive wiring assemblies and has a line record of specialist machinery design to meet its own needs. A young post-graduate is required to join a small team of multi-disciplined engineers responsible for the design and development of production machinery and systems. The ideal applicant will have had a minimum of 1 years post degree experience in electrical/electronic design engineering together with an innovative approach to problem solving. A competitive salary will be offered together with comprehensive benefits. Applications, in writing, detailing experience and current salary to: Personnel Officer, Rists Ltd, Lower Micklehouse Lane, Newcast, Staffordshire ST5 9BT.

### Inventory/Planning Manager

S. Wales c £13,000

Miles Laboratories Limited - part of the Bayer Group - manufacture a wide range of pharmaceutical and diagnostic products for international markets. This key position has the dual objectives of maintaining customer service levels and achieving inventory holding. You will lead our own team and work closely with other Departments operating through a state-of-the-art computerised MRP II system. Age 30/35 with a Maths or Science degree, you must have extensive management ability and proven experience of first time product planning - preferably in a related industry - and employing MRP II. Benefits include private health care, pension, 25 days annual leave and re-location assistance.  
For application form, telephone Paul Morris, Personnel Manager, Miles Laboratories Limited, Industrial Estate, Gwynedd, NW 50 9GQ, Tel: 0689 55595.

### Production Manager

Liquid/Chemical Filling/Packaging

Producing a wide range of consumer goods for UK and overseas markets, this Cheshire-based member of a major Group needs a Production Manager to control a team of around 80 engaged in filling chemicals into aerosols, plastic or metal containers. The job carries full responsibility for the entire production function ensuring all quality, cost and delivery targets are achieved. Age 30/45 and HNC/OND level, you must have considerable relevant experience - ideally gained in a similar environment. Your ability to maximise efficiency will be well rewarded and there are excellent prospects with a progressive and successful company.  
Please telephone Dorothy Thompson at PER Warrington on 0925 52353.

### Works Director

to £12,500 + car

This successful, expanding screen printing company who manufacture labels to metal and plastics, die-cut vinyls, laminated graphics for the automotive industry and electronic control facias, now seek a Works Director. This senior executive appointment will encompass full works management responsibility with particular emphasis on effective production management and the organisation of analysis of production costs against estimates. Candidates will have experience gained from within a batch production, or ideally screen printing environment. Salary to £12,500, car, generous benefits and relocation assistance to this very attractive area. Please write (including full CV) to: Brian Rogers, PER, 4th Floor, Pearl Assurance House, Exeter, Devon EX1 3SL.

### Business Systems Sales

A market leader in our field, we offer excellent career prospects in a growth industry selling our complete range of manual and computer-based business systems. Whether you're a sales professional or not, we'll provide all the training needed for you to build a successful future. Salary plus commission will yield an on-target figure of £10,500 in your first year, with top people earning £20K+. In addition we provide a company car, profit sharing scheme and the benefits you'd associate with a large, successful company.  
If you're aged 25-35 with 5 or 10 years relevant work experience, please write to: Kalamazoo Business Systems, 444, New Street, Birmingham B2 4JH.

### Sales Professionals

Lubricants/Rust Preventatives

Competitive salary + car

Midlands/SE/SW England

Valvoline Oil Company - a world leader in the manufacture of Automotive Lubricants and Rust Preventatives - is now expanding its sales force and requires three Sales Representatives. Applicants will have at least 2 years experience, ideally gained selling to the automotive/industrial sector. Enthusiasm, drive and the determination to succeed are vital qualities. Benefits will include a salary accurately reflecting the calibre of the successful candidate, company car and pension scheme.  
Send full CV to: The Sales Manager, Valvoline Oil Co. Ltd, Black Road, Birmingham, Warwickshire B44 1TH.

### Commercial Director

Food Industry

North West

Privately controlled food manufacturing, trading and distribution Group desiring to accelerate growth and ensure succession are creating the new position of Commercial Director on the Board of the Group's main operating subsidiary. The Company have sales in excess of £25m and employ 280 people in 250,000 square feet of modern industrial buildings, warehouses and office premises in the North West of England. Corporate activities fall into two main divisions: being the processing and the supply of ingredients to the food manufacturing industry and the manufacture and packaging of brand leadership products to the grocery and catering sectors. The Company have developed rapidly in the past ten years and as a result of recent Group restructuring have the opportunity to expand further on a broader base. The Commercial Director will be responsible for the administration, co-ordination and development of the Company's sales and marketing strategy reporting directly to the Managing Director. The successful candidate will be, to be aged 35 with a comprehensive general management background within the food industry possessing a capable of motivating and leading by example. An attractive salary commensurate with the responsibilities will be agreed together with car, pension, BUPA, relocation allowance etc.  
CV to: Lynne Lewis, PER, 75 Sackville Street, Warrington WA1 1GL.

### Project Management Teams

Overseas Contracts £15/£20,000 pa.

SOS ULTRATEST FIELD SERVICES DIVISION, part of the world's largest testing and inspection group are seeking qualified Engineers to cover a wide range of Petro-Chem construction Projects throughout the world. The teams will comprise of Senior Engineers/Inspectors covering: Project Design, Construction, Structural, Mechanical, Electrical, Instrument, Commissioning, D/A, D/C, D/S, Planning, Industrial, and Supervisory grades. Marital status is variable on some contracts. Previous applicants please apply.  
Interested? Send full CV to SOS ULTRATEST Field Services Division, Ultratest House, Baxendale Lane, Lower Sarnall, Dudley, West Midlands.

### Design Engineers

Pipework

West Midlands

Rubcock PED, one of the most successful pipework engineering companies in the UK, is further expanding its design capabilities. Responsibilities are for the design of piping systems and associated structures for static and dynamic loading conditions using sophisticated computer software and systems. Applicants should be motivated by a technically minded and progressive environment, be looking for career progression and educated to degree-level or equivalent; with experience in stress analysis using computer based techniques. A competitive salary package will be offered, including travel, relocation expenses.  
Please send full CV to: Mr. J. Smith, Personnel Manager, Rubcock PED Ltd, Wellesley Works, Whitehouse Lane, Creel Bridge, Tipton, West Midlands.

### Senior Research Chemist

Lancashire

An established, progressive and very successful manufacturer of acrylic resins for the surface coatings and sealants industries has a career opportunity for a talented and innovative Chemist. As Senior Research Chemist, you will develop production techniques to enable the company to launch a new own-brand product range and will ultimately lead your own research team. Customer liaison will be involved. Applicants should be degree-level Chemists with around 5 years experience in the manufacture or application of solvent or water-based acrylic resins. A competitive, creative Chemist will be offered excellent rewards and prospects.  
Send CV to: Dr. J. Smith, PER, Victoria House, Brackish Road, Preston PR1 2BX.

### Depot Manager

Attractive Salary + Car

Cheshire

A Warehouse and Distribution Manager, used to computerised systems, ideally with Fast Moving Consumer Goods experience? Then this could be your opportunity to manage and establish a team working in a new depot. The company are the UK's largest micro computer terminal and ancillary item distributor, expanding rapidly. You will control the receipt and storage of all goods, maintaining optimum stock levels, be responsible for security, planning despatch, working to stringent delivery schedules. Aged from 30 years, individuals with previous influencing skills, you will be totally committed to quickly establishing this successful business.  
Please write to: Lynne Lewis at PER (0925) 52353.

### Training Officer

International Paint (Laydown Group) are looking for a Training Officer to provide an in-depth, high quality training service to develop more effective utilisation of manpower resources within a multi-function operating unit. Reporting to the Personnel Manager, the successful candidate will be educated to degree standard and preferably be a member of IETM, and will assume total responsibility for the training function. This position will involve the design, development and implementation of a continuing programme, all training policies, programmes and activities at all levels of the organisation. An attractive salary together with other large scale company benefits will be offered.  
Interested candidates should write to: Mr. J. Smith, Personnel Manager, Laydown Works, P.O. Box 359, Rye, East Sussex TN31 6YD.

### Senior Technologist

R.I.M. Development

Lancashire

Saxenian is a name recognised throughout Europe as a developer and manufacturer of the highest quality Urethanes. A talented, degree-level individual is now needed to play a leading role in R.I.M. development with particular emphasis on technical and customer liaison. Applicants must be fully aware of R.I.M. technology and associated machinery and should be prepared to travel extensively as the company's involvement in the field increases. Salary and benefits will fully reflect the importance placed on this position and relocation assistance is available.  
Send CV to: Dr. J. Smith, PER, Victoria House, Brackish Road, Preston PR1 2BX.

### Sales Engineer

Decca Air, the leading British Manufacturer of compressed air driers and ancillary equipment requires an experienced Sales Engineer to take charge of the Southern area. If you can work successfully with the minimum of supervision, have a proven sales record in the pneumatics industry and would prefer to work for a British Company selling British expertise, then please contact us immediately. Product training will be offered to the successful applicant and a competitive salary, car and non-contributory pension and life assurance are provided.  
Please send full CV to: R. J. Chambers, Personnel Manager, Decca Ltd, P.O. Box 11, Welton Road, Doncaster DN4 5SL.

### Export Manager

N. Wales (Near Chester)

Our last growing Export Department requires an experienced Exporter to assume responsibility for continued growth in existing markets and the development of new markets. The consumer products (non food) are sold to distributors or direct to major outlets. Some experience of own label negotiations and U.K. selling experience will be an asset. Educated at least to 'A' level with good knowledge of French and/or German and export sales experience in Europe and other markets. Ability to progress packaging and generally administrative responsibilities.  
Attractive remuneration, car and relocation allowance where necessary. CV to: Mrs. L. Baker, Saxenian Ltd, 5 Broadfield Lane, Llandudno, Gwynedd, North Wales LL30 2JL.

### Engineer - Electronics Components

Rural West Midlands

A major Project Company, located in rural West Midlands and involved with many aspects of electronics design and development, is seeking an Electronics Components Engineer. The person appointed will be responsible for creating and maintaining an approved list of electronic components and will be involved in co-ordinating the procurement of, and delivery of, components to the reliability of electronic components using mechanical considerations, as well as the investigation of problems and failures. Applicants should be qualified Engineers and at least three years electronics design experience, a specific interest in components and a good knowledge of production processes. An attractive, competitive package, including relocation and travel, will be available.  
Please write your details of career to date, to: Brian Woodhead, PER, Forester Court, Stoddards Lane, Birmingham B4 6DS. Tel: 021-236 6971.

### Selling "Hi-Tech" Capital equipment

U.K. & Europe

Manchester-based Top Sal + Car

The vast marketing potential of its Data Acquisition and Control Systems equipment means this very innovative company needs a Sales Manager to play a major role in future growth. Your brief will be to mastermind the sales of this highly sophisticated capital equipment in heavy industrial users throughout the UK and Europe - via Sales Executives, Agents or possible Franchisees. Aged around 35/45, you must have a proven engineering sales "track record" - ideally involving data systems software. A last moving, committed professional will be offered a very attractive "package".  
CV to: Cheryl Thomas, PER, Lynne Lewis, Brackish Road, Preston PR1 2BX.

### Retail Warehouse Manager

Attractive Salary + Car

Cumbria

Kangol Wear Ltd - leading headwear manufacturers - require a Warehouse Manager in Cleator, Cumbria. You will be responsible for the organisation and administration of a retail warehouse handling over 4000 stock points and the nationwide distribution of goods to retailers plus some overseas shipment. You should be an experienced Warehouse Manager with a proven track record in a team-working environment with computerised systems. Experience of modern stock control techniques is essential together with the ability to liaise confidently with production units and customers. A production background and experience in a warehouse environment helpful. Excellent rewards and prospects.  
CV to: Paul Jones, PER, Victoria House, Brackish Road, Preston PR1 2BX.

### Accountants

Wales/Northern Ireland £11,000 plus

Manufacturing, processing and distributing milk and milk products nationwide, the CWS Milk Group is a major £200m organisation offering challenge, responsibility and variety to talented Accountants. We are currently seeking qualified or part-qualified "professionals" for manufacturing units in Llandyrna, near Denbigh, Talybont, Anglesey and a Regional Office in Cardiff. All three jobs involve the provision of a total Accounting function and involvement in the financial management and development of the business. Qualifications and experience should be supported by man management skills, knowledge of computerised accounting and the ability to develop new systems.  
PER CV to: Lynne Lewis at PER, Victoria House, Brackish Road, Preston PR1 2BX.

### Software Designers

Real-Time Systems

Cheshire/N. Staffs Border

As a part of our continuing advancement in the field of CNC Machine Control, Training Centres, and Flexible Manufacturing Systems we have a range of vacancies in these exciting aspects of High Technology Engineering. These include FMS Applications, Software/ Electrical Design Engineering, and Mechanical Design. Engineers aged 24-45, preferably qualified to minimum HNC level or above, and with experience in these fields or those wishing to develop their careers should take this rare opportunity to join us in the latest in Machine Tool Development. Salaries will be negotiable commensurate with experience and age and carry the usual benefits associated with a major employer.  
Write full CV to: Dr. J. Smith, PER, Forester Court, Stoddards Lane, Birmingham B4 6DS.

### Production Engineer

c £12,500 plus bonus

Liverpool

An challenging opportunity is offered by a major international engineering organisation, for a Production Engineer with managerial skills. You would be a key member of the management team in a recently-built medium-sized site, which has received considerable capital investment in computer controlled systems and CNC machinery. In charge of a large Production Engineering Department, you would be responsible for maintaining and modifying manufacturing layout in an environment where manufacturing demands call for substantial change. Aged 27-45, you should be able to lead and motivate your team, preferably degree level with some knowledge of latest manufacturing methods and technology. Benefits include relocation if necessary and a valuable share bonus scheme.  
Write to: Janet Allen, PER, Forester Court, Stoddards Lane, Birmingham B4 6DS.

### Paint Sales Management

Johnstone's Paints - famous for quality - need two professionals to strengthen their UK sales operation.

### Field Sales Management

Manchester Min £12,000 + Car

New job involving the supervision and motivation of the nationwide field sales force. Considerable travel involved including some key accounts sales. Proven sales management record essential together with knowledge of paint industry.

### Area Sales Management

Kottingham Up to £10,000 + Car

Experienced Sales Executive to play a key role in the management of the Nottingham Unit serving the East Midlands. The job involves servicing existing customers and developing new business in industry, local government, building and retail trades. Proven sales record in sales/building trade essential.  
CV to: Paul Jones, PER, Victoria House, Brackish Road, Preston PR1 2BX.

### Development Engineers

Domestic Gas Appliances

Lancs.

Manufacturing some of the UK's leading domestic gas heating appliances, Baxi Partnership own their success to their expertise and fair for innovation plus their commitment to employee participation which has created a unique working environment. The company needs talented Engineers to become involved in all aspects of new product development from initial concept through to production. One vacancy involves full responsibility for a quality team ensuring conformance to high quality specifications. Aged 22/40 with relevant qualifications to minimum HNC you should have H&D experience involving domestic gas appliances or similar consumer durables. Salary will reflect your experience and the job carry profit shares and the very attractive benefit of equal shareholding. Relocation assistance.  
CV to: Cheryl Thomas, PER, Victoria House, Brackish Road, Preston PR1 2BX.

### Marketing Operations Manager

Manchester

c £17,000 + Car

The Co-operative Wholesale Society Ltd is seeking the best marketing professionals to join a highly successful team within their Food Marketing Group. Reporting to the Marketing Manager, you'll be responsible for planning and implementing retail marketing strategies, promotional activities and advertising campaigns within broad marketing policies aimed at keeping ahead of a highly competitive market. Ideally 28/35 end degree level, your background will be in FMCG marketing. Product management experience is vital, coupled with the wish to adapt to a wider marketing concept. Persuasive, tenacity and communicative skills essential.  
Excellent rewards and prospects. CV to: Mr. A. B. Gray, Group Personnel Manager, CWS Marketing Group, New Century House, Manchester M60 4ES.

### Textile Technologists and Technicians

Lancs - based. Worldwide travel

Lintec Saco Lowell (UK) Ltd need highly skilled Textile Technologists and Technicians to develop and commission new, highly sophisticated staple fibre spinning equipment at customers' mills worldwide. Based in Accrington, you should be prepared to travel extensively and must have proven experience of commissioning staple fibre spinning machines. Ideal age 25/45, AT or HND qualifications advantageous. Excellent rewards and prospects plus a unique opportunity to work on a really exciting new range of friction spinning machinery.  
CV to: Cheryl Thomas, PER, Victoria House, Brackish Road, Preston PR1 2BX.

### Systems Support Manager

Lancashire Coast

Attractive salary

The internationally renowned manufacturing company, which has recently installed an I.T. (CIT) Computer System throughout its UK network, now has a Systems Support Manager to organise its overall implementation. The successful candidate will be responsible for project management activities associated with the introduction of these systems, resolving system problems, training users and subsequent system evolution. Travel between UK sites will be required. At least HND level or equivalent, you must have five years varied systems experience including commercial packages on mini and micro computers. Previous involvement with production control, accounting and sales systems is essential. A true professional, able to organise and implement a completely new system, will be offered very attractive rewards and relocation assistance to the Lancashire Coast.  
CV to: Paul Jones, PER, Victoria House, Brackish Road, Preston PR1 2BX.

### Sales Consultants

Excellent Package + Car

Group 4

Group 4 Total Security Ltd, a leading member of Europe's largest security group, requires results-oriented Sales Consultants throughout the UK - specifically in:

### Greater London & Southern Counties.

Intensive product and service training will be given to sell high calibre products - guarding cars in transit services and alarm systems. The market covers all aspects of the public and private sectors.  
For an application form, telephone or write to: Stephen H. Hall, Personnel Manager, Group 4 Total Security Ltd, Persimmon House, Broadway, Worcester. Tel: 0305 556555.

### Production Manager

N.W. Leics.

Attr Sal + Car

Pegson Limited, a Seagra Engineering Group Company, have an available international reputation for the design and manufacture of pumping, crushing, screening and classifying plant and machinery. You'll be responsible for the entire manufacturing function of the Quarry and Pump Divisions including ensuring company standards are maintained and that all deadlines are met using the most efficient production methods. Applicants must be experienced, efficient Production Managers, aged 35-45 and ideally HNC/OND Mech or Prod. Eng., although candidates with proven experience, but no qualifications will be considered. The Company offers an excellent negotiable salary and benefits which include a company car, free medical insurance and relocation assistance.  
Send CV to: Kevin Mitchell, PER, Northampton House, 177 Charles Street, Leicester, LE1 1LA, or telephone (0533) 551416.

### Area Sales Managers & Sales Engineers

Negotiable + Car

Nationwide

Modern Alarms (Fire Systems Division) due to unprecedented expansion, have vacancies for Area Sales Managers and Sales Engineers nationwide. Selling fire detection systems in a specified geographical area to British Standards 5839, 3116 and 5306. Ideally you will have experience in this field. Salary and career prospects are second to none for all deadlines are met using the most efficient production methods. Applicants must be experienced, efficient Production Managers, aged 35-45 and ideally HNC/OND Mech or Prod. Eng., although candidates with proven experience, but no qualifications will be considered. The Company offers an excellent negotiable salary and benefits which include a company car, free medical insurance and relocation assistance.  
Send CV to: Kevin Mitchell, PER, Northampton House, 177 Charles Street, Leicester, LE1 1LA, or telephone (0533) 551416.

### Baxi heating

Domestic Gas Appliances

Lancs.

Manufacturing some of the UK's leading domestic gas heating appliances, Baxi Partnership own their success to their expertise and fair for innovation plus their commitment to employee participation which has created a unique working environment. The company needs talented Engineers to become involved in all aspects of new product development from initial concept through to production. One vacancy involves full responsibility for a quality team ensuring conformance to high quality specifications. Aged 22/40 with relevant qualifications to minimum HNC you should have H&D experience involving domestic gas appliances or similar consumer durables. Salary will reflect your experience and the job carry profit shares and the very attractive benefit of equal shareholding. Relocation assistance.  
CV to: Cheryl Thomas, PER, Victoria House, Brackish Road, Preston PR1 2BX.





## Shell U.K. Exploration and Production

# PRINCIPAL COST/PLANNING ENGINEER

At Shell UK Exploration and Production, our experience of dealing successfully with the demands of the North Sea environment has placed us in an excellent position to meet the engineering challenges involved in developing the next generation of platforms. However, to make the immense investment required, we need to have the utmost faith in our planning and cost control. With that concern in mind, we are now seeking a Principal Cost/Planning Engineer.

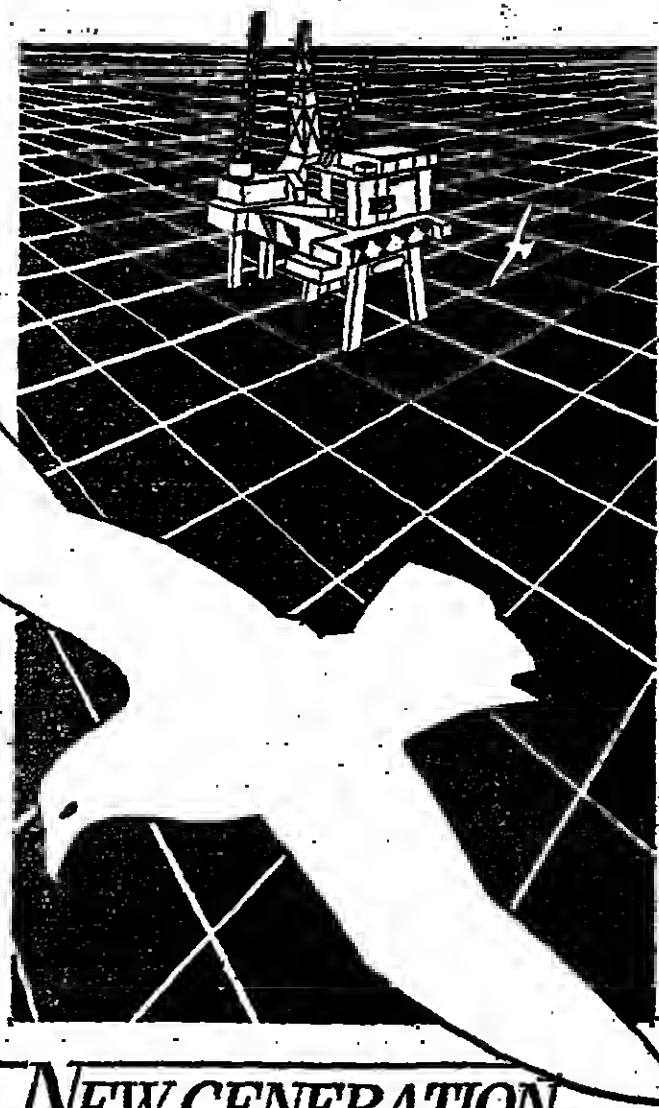
You will be working within a project team as head of cost/planning operations and since the project is just commencing, you will have the opportunity of seeing it through from start to finish.

You will be professionally qualified, either a Chartered Engineer or a Chartered Quantity Surveyor, with at least 7 years' experience of project engineering and specific knowledge of the cost/planning requirements of North Sea projects. With this level of experience, you will be aware of

the importance of adopting a logical, analytical approach to problem-solving and of paying attention to detail. You will also be familiar with computerised systems and able to display the necessary flair for leadership to enable you to fulfil your senior role in the team. You are likely to be aged between 35 and 45.

If you join us, you will, of course, enjoy a remuneration package that reflects the importance of the position and its Central London location. In addition, you will benefit from our experience of and commitment to professional project management and from the opportunities for career progression that are being created by our achievement.

Please apply for an application form in writing to: Shell UK Exploration and Production, UEP/152, Shell-Mex House, Strand, London WC2R 0DX, or telephone 01-257 5001. Please quote Ref no: DT27984.



## NEW GENERATION NORTH SEA PROJECTS

## Senior Credit Analyst

Up to £13,500 p.a. + car + benefits

Chartered Trust plc., is one of the country's leading finance houses and a wholly owned subsidiary of Standard Chartered Bank PLC. We wish to appoint a Senior Credit Analyst at our Head Office in Cardiff.

Reporting to the Commercial and Industrial Credit Manager, the successful candidate's main responsibilities will be:-

- leading a small professional team engaged in the assessment of clients' creditworthiness
- assisting the Commercial and Industrial Credit Manager in providing professional advice and training on all matters relating to credit
- liaising with Technical Services Department regarding computerisation of accounts information

This challenging opportunity, which offers excellent opportunities for career development, should appeal to candidates who are professionally qualified in an accounting or banking discipline and who probably hold a degree. The ideal candidate will have a minimum of 4/5 years' post qualification experience, including some experience with computerised systems and a knowledge of credit assessment. A mature approach is essential, together with the ability to liaise effectively with Senior Management.

A competitive benefits package will be offered, including a Company car, eligibility to join a subsidised mortgage scheme and generous assistance with relocation expenses, where appropriate.

Please apply to: Mr. P.R. Symes, Training & Development Manager, Chartered Trust plc., 24-26 Newport Road, Cardiff, CF1 1SR. Telephone: (0222) 484484 ext: 2120.

**Chartered Trust**  
A member of  
Standard Chartered Bank Group

## LARGE INTERNATIONAL ORGANISATION IN ROME

is searching for an

## AUDIO-VISUAL ASSISTANT

at its Rome Headquarters

To be located in the Visual Media Section of the Information Division, and responsible for the day-to-day operation of a highly sophisticated audio-visual briefing room.

Essential qualifications: five years' experience in the field of audio-visual aids production and presentation. Demonstrated ability to operate electronic control equipment for automatic slide projection systems. Fluent working knowledge of English, French or Spanish and a limited knowledge of one of the other.

Creativity will be encouraged and could lead to increasing participation in the production of single and multi-screen audio-visual programmes. A three-year renewable contract is offered. Salary and conditions of employment are attractive.

Applicants should send their curriculum vitae to: CASILLA SPI 60 L, Piazza S. Lorenzo in Lucina n.26-00186 ROMA.

## WANTED: SLIGHTLY USED EXECUTIVES

If you are an able, experienced executive or professional person, yet somehow are not making the most of your potential, perhaps you need a new approach to your career. To learn how 'slightly used' executives have profitably renewed their careers, telephone for a free, confidential appointment - or send us your C.V.

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Birmingham: 021-443 4830, The Rotunda, New Street

Nottingham: 0402 40772, Johnson Business Centre, NG1 6BH

Manchester: 061 228 0009, Sunley Building, Piccadilly Plaza

Newcastle: 0632 618861, 156-171 Sandford Rd., Jesmond, NE1 5JA

Glasgow: 041-332 1502, 141 West Nile St., G1 2RN

We also specialise in 'Outplacement' for organisations, through our Group Company Leader Corporate Services Ltd.

## I.C. ENGINEERS BIPOLAR RAM, PLP, PERIPHERALS, INTERFACE AND MICROPROCESSORS

Define the Next Generation of VLSI  
Move West to the Centre of Technology

Silicon Valley, California, USA \$35-60,000 per year

There are a lot of fast-moving microelectronics companies you could work for, but only one is a leader in Bipolar VLSI. In memories, in logic and microprocessors.

Only one spent 18.7% of sales on R&D last year, with over 40% of sales derived from proprietary products. Only one makes every contribution count, with outstanding bonuses and profit sharing payouts. Only one has a steadfast commitment to a NO LAOFF POLICY. And only one is the fastest-growing major IC company in the world.

Advanced Micro Devices is the one!

### \* RAM Design Engineers

Our Bipolar RAM Directorate has exciting career opportunities for design engineers. These opportunities entail project level responsibility for all phases of Bipolar RAM product development including conceptual circuit design, mask layout, device and product characterisation up through the products subsequent transfer into production. Includes heavy involvement in technology and process development phases which will be required to bring the densest, lowest cost, and highest performance ECL Bipolar Memory products to the market place.

Candidates should have technical degree equivalent to a BSEE or higher and have a working knowledge of all aspects of advanced integrated circuit development. Experience in high performance Bipolar technology (ECL, CML, or TTL) circuit design is preferred, but analog NMOS or CMOS background may be applicable depending on depth of experience and level of responsibility.

### \* PLP Design and Test Engineers

The Programable Logic Products Directorate is the AMD business unit responsible for very high performance, low-cost products including gate arrays and fusc programmable (PAL) devices. Although established only a year ago, this product line is already recognised as a leading supplier in this fastest growing segment of the IC industry. This has been achieved by applying the world's most advanced, high volume bipolar LSI technology, CMOS, to innovative circuit designs and product development.

We have the tools (advanced CAE workstations and CAUMA mask design systems), the technology (sub 2u lithography applied to a dense groove isolation process) and the facilities (the world's first 6" bipolar LSI production line). We are looking for a number of senior circuit designers and test engineers to help us bring the next generation of products to market.

Circuit Design - Experience in bipolar LSI (ECL, CML, or TTL) circuit design is preferred but analog or NMOS/CMOS background may be applicable.

Test Engineering - Experience with Accutest, Xincor, Sentry or GenRad machines may be applicable.

### \* Peripheral Products Design Engineers

Our Peripheral Products Directorate has exciting opportunities for designers to develop video display controller, colour graphics, palette and disk support circuits. You'll guide design through processing, characterisation, test and product yield performance. Requires ECL/TTL circuit design experience.

### \* Interface Design Engineers

Join our Interface Directorate and design networking products such as disk controllers and memory support circuits. You'll work with ECL, CMOS, CML and LLS circuits.

### \* Microprocessor Design Engineers

As a designer in our Microprocessor Directorate, you'll develop 32 bit chip sets with processor, 16 bit cascaded sequencers or fuse programmable controllers with fusible PROM and controlling sequencers. You'll take designs through processing, characterisation, test and product yield performance.

We offer a wide range of benefits consistent with successful US Corporations, including medical and dental insurance, life insurance, profit and equity sharing schemes, and immigration and relocation assistance for you, your spouse and children.

Please write with a full CV to B. Greenberg, c/o Motion Dolphin & Leroy Ltd, 17-60/62 Grosvenor Gardens, London W1N 1TL. Tel: 01-671 4411.

## Advanced Micro Devices, Inc.

## Financial Controller

Cheshire Circa £22,000 + Car

The need is for a professional manager with sound business acumen to optimise profits and return on investment of a £35m subsidiary of a leading American corporation. All financial, company secretarial and administrative services required to meet statutory, corporate and local company needs are primary responsibilities.

Reporting to the Managing Director, the appointee will be a key member of the senior executive team. Previous industrial financial management and knowledge of latest technology information systems are essential. Familiarity with US accounting practices and experience in a capital intensive processing environment would be ideal. The operational demands of the job necessitate mobility and success will create career development opportunities worldwide.

First class employment conditions include a non-contributory pension scheme, and a generous relocation package is available.

For a confidential application form, male or female candidates should ring or write quoting reference number 694/DL. Telephone: (24 hours) 0625 533644.

**Wickland Westcott & Partners**  
Executive Selection/Management Development  
Eagle Star House, 16a Alderley Road, Wilmslow, Cheshire SK9 1JX  
Tel: (0625) 532446.

## Senior Drilling Engineer - Aberdeen

Enjoy a real challenge at the forefront  
of drilling technology with a major operator.

The company has substantial production and exploration interests in the North Sea. Many of their activities make use of advanced drilling techniques and the company is regarded within the industry as having conducted its operations to the highest professional standards.

We believe that this opportunity to work at the highest level of drilling technology with a major operator offers you one of the best environments in which to advance your career.

Reporting to the Drilling Engineering Supervisor you will be involved in the full range of drilling engineering activities relating to the company's North Sea operations and will be expected to make a major contribution in

overcoming the problems presented by the drilling of wells to complex geological structures and at extreme depths. You will enjoy a wide degree of freedom to act on your own initiative.

To be a candidate you must have an engineering related degree and a minimum of 7 years drilling engineering experience obtained predominantly in the North Sea or similar offshore projects, including at least 2 years in the capacity of on-site supervisor.

The position carries a highly competitive salary and an attractive benefits package including generous relocation assistance where appropriate.

To apply please write to Summit Management Consultants Limited, Cavendish Court, 11-15 Wigmore Street, London W1H 9LB, or telephone 01-629 3532.

## SIEMENS

## Senior Quality Engineer

- a diverse and challenging role for  
a Q.A. Professional

Siemens is one of the world's most diverse electrical and electronic engineering companies. Our activities range from data communication to power engineering, from medical engineering to micro-electronics.

Within our Quality Assurance Unit based at Congleton in rural Cheshire, an opportunity has recently arisen for a professional quality engineer. Your brief would be wide ranging and stretch across a wide spectrum of manufacturing/service activities which are currently expanding rapidly both in terms of volume and variety throughout our product divisions and subsidiary companies.

For this key task, it is essential that your experience to date includes a thorough knowledge of Def. Stan. 05/21, BS5750 and BS9000. Furthermore, an appreciation of both quality planning and quality costing would be advantageous. Consequently, you should hold a degree or equivalent qualification in electrical/electronic engineering backed by at least five years experience within the quality function of this industry.

In addition to a highly competitive salary, we can offer a non-contributory pension scheme, free life assurance, subsidised medical insurance schemes and an attractive relocation package. We feel sure the rewards will not disappoint you.

If you wish to see your career developed to its fullest potential then please telephone or write for an application form to: Andrew Fletcher, Deputy Personnel Manager, Siemens Limited, Siemens House, Varley Road, Congleton CW12 1PL. Telephone Congleton (02802) 78311 Extn-150. Please quote reference no C/47/817.

Siemens is where the future happens first

## Manufacturing Director

(Light engineering/  
electronic components)

Home Counties North Up to £25k + car etc.

This is a unique opportunity for a really able manufacturing person to join a successful multi-million pound company which in turn is part of a substantial publicly quoted and well respected group.

If you are already a successful commercially orientated manufacturing manager with light engineering experience, ideally including electronic/electrical components, who is seeking a role which will encompass production, industrial engineering, materials management and other functions and who would relish being part of the top management team, this could be the right move for you. A graduate or equivalent under 50 years would be preferred.

Please send full career details, in strict confidence, to:

Tony Reddies (ref MFD 400)  
Dick Deegenhart & Partners Ltd,  
Management Search & Selection,  
4 Priory Gardens, London W4 1TL.

## Factory Manager

£17,000

Midlands

In this company the manufacturing process constitutes a vital element in the profitability of their impressive product range. Part of a major plus chip group, many of their fine brands are household names that are produced in a modern factory complex. The factory represents a significant capital investment and operates a continuous, high volume flowline production system.

Running this £8m million operation, and ensuring it achieves maximum efficiency and profitability is the task facing the company's Factory Manager.

For such a role it's essential that the person appointed possesses a proven record of success in production management, ideally gained within a food manufacturing, food processing, brewery or similar environment. That experience must be enhanced by first class man management skills, strong motivational powers and the positive, practical leadership style that will achieve results.

Whilst possession of a formal qualification is advantageous it is not essential - personal drive, coupled with experience in a fast moving production environment is the key to success.

The remuneration package reflects the importance placed on this position and in addition to the attractive salary and car there is a full range of large company benefits that includes relocation expenses where appropriate. Future career development prospects within the group are excellent.

Interested applicants are invited to telephone Barrie Wint immediately on 021-454 6255 (office hours) or 06645 56477 (evenings and weekends).

Alternatively write enclosing full career details to date to Jim, quoting Ref. 809, T.G. Scott & Son Limited, 30-32 Southampton Street, London WC2E 7HR.





## Ingredients BUYER Breakfast Cereals

### For our new breakfast food centre in Deeside

The CWS breakfast cereals factory in Deeside is one of the most modern in Europe, using an advanced extrusion process of manufacture.

The factory, on a fast developing "Greenfields" site in a rural area with excellent motorway access to Chester, the Wirral and the N. Wales Coast. The factory will come on stream in April 1985 and we are looking for a high calibre buyer of flour products to operate in the new factory.

He/she will purchase all raw materials as well as packaging materials on a cost-effective basis. The purchasing and call-offs will be done in line with production plans and management forecasts. You will provide all information needed relating to sales and availability and keep the Factory Manager informed on all factors affecting achievement of job objectives. You will direct and control staff, produce departmental budgets and control purchasing to achieve departmental objectives.

Suitable candidates will be 28-40 with a professional purchasing qualification, although the successful candidate may

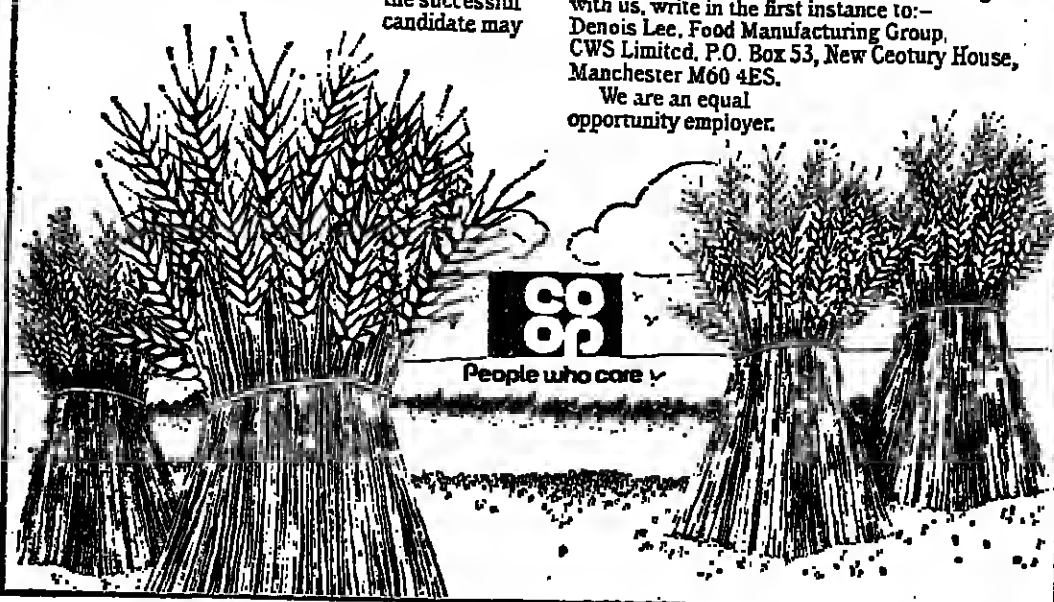
be qualified through experience. A general business studies education to HNC level is preferred but not essential.

The successful candidate will have 3-5 years experience of food ingredient buying, although those with experience in the maize, corn market only will be seriously considered. You will be able to work as part of a management team and be aware of the importance of the function as it relates to ultimate profitability.

Applicants without direct experience must demonstrate an understanding of these activities and their importance in the whole area of supplies management. A background in the food processing industry is essential and candidates should be mature professionals capable of making an immediate impact in the factory.

Salary will be £12,500 plus the outstanding CWS benefits package, including pension, life assurance, 5 weeks holiday, sickness pay, medical benefits and relocation where applicable.

If you think you can take on this challenge with us, write in the first instance to: Denis Lee, Food Manufacturing Group, CWS Limited, P.O. Box 53, New Century House, Manchester M60 4ES. We are an equal opportunity employer.



## Consultants in Information Management

£15,000 to £25,000

### Central London or Cobham, Surrey

Logica is a leading international systems company. Our Consultancy Group provides consulting services in computing and communications, ranging from strategic planning assignments to tactical planning and implementation support.

We are now seeking computer professionals at different levels of seniority to undertake projects in the information management field, including corporate strategies for information management, requirements analyses, and implementation management support. Our clients for these projects come from leading users across Government, finance and industry.

Successful applicants will be able to demonstrate:-

- a track record in the design and implementation of computer based systems in large organisations
- an awareness of some of the emerging technologies such as software engineering, design methodologies, distributed databases, and expert systems
- the successful leading of project teams
- the ambition to face the challenge of consultancy assignments
- the ability to work with clients at senior management level.

A career with Logica provides:-

- scope for advancement in a growing company based solely on performance
- a stimulating and varied working environment
- an attractive benefits package.

To find out more, telephone 01-637 9111 and talk to one of our Managing Consultants, Wilf Deakin or Michael Watkins. Alternatively send a c.v. to Jennifer Williams or ring her for an application form, quoting ref: CNG/07/84, Logica UK Limited, 64 Newman Street, London W1A 4SE.

**logica**

## Managing Director Electronics Industry

Our client is a key company within a privately UK owned technical group manufacturing and marketing sophisticated Test and Measurement Instrumentation throughout the UK, USA and Europe.

Positive restructuring allied to significant investment has created an exciting new opportunity for an entrepreneur capable of leading a manufacturing operation into a phase of dynamic development of lucrative markets at home and abroad.

Responsibilities are total, the challenge considerable and rewards realistically competitive with market leaders.

The measure of the task means that applicants will need to be executives probably aged around 40, experienced in:-

- ★ international markets
- ★ organic expansion and development
- ★ profit and loss accountability

It is preferable that candidates are from within the electronics industry, though a track record in instrumentation is not considered essential.

All applications will receive utmost confidentiality.

Contact BOB DAVIES on LUTON (0582) 450054 up to 9.30pm

Ref DMD9

**TECHNICAL RECRUITMENT LTD**

3/5 George Street West, Luton LU1 2BJ (0582) 450054

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Birmingham:  
021-454 7351

### Dynamic Sales Executives

Outstanding opportunities throughout the U.K.

#### The Company

- Part of the highly successful Lex Service plc.
- A respected nationwide distribution company with established market leading
- An ambitious growing organisation committed to a vigorous product innovation programme.

5 new services launched in September

- HOME LINE - the home delivery service
- NIGHT LINE - by 9.30 am next day guaranteed
- EXPRESS LINE - 2 days guaranteed

#### The Opportunities

- Dynamic Sales professionals, men and women, are needed throughout the UK to sell our products in a highly competitive market place.
- Benefit from a no limit commission scheme giving O.T.E. of £11,000 p.a. although our high flyers earn considerably more.
- A Volvo car, high basic salary, 5 weeks holiday, a non-contributory pension scheme and real pension prospects.
- If you'd like to join a winning team, send a full C.V. and convince me that you deserve one of these new opportunities.

Gordon Kelly, National Sales Manager,

Lex Wilkinson Limited, Kings House,

King Street, Bedford, Bedfordshire

CV12 8LL.

**Lex Wilkinson**  
THE TOTAL DISTRIBUTION SERVICE

### Marketing Manager

Maritime communication and electronic aids to navigation

With the exciting prospect of world wide changes in maritime communication systems accelerating, our client, a leader in the field, seeks a Marketing Manager who will be responsible to its Chief Executive for the Company's marketing function, where special emphasis is placed on the forward planning of products and services.

The job will be based at the Company's Head Office in the South-east but it is anticipated that travelling will be required both in the U.K. and overseas.

The successful applicant, male or female, is likely to be aged between 35 and 45 and will certainly have a broad knowledge of the international maritime market and its requirements for all types of communication and navigation systems. The remuneration and benefits package offered will reflect the experience required and the importance of the post.

Applicants should write with full personal and career details to Confidential Reply Service, Ref: ACM 9084.

Austin Knight Advertising Limited, London W1A 1DS.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

**Austin  
Knight  
Advertising**  
LONDON

### Sales Manager

to exploit prestige AV markets

In the home entertainment sector the name ITT has an excellent name for quality and reliability. A reputation recently enhanced by the successful launch of the world's first digital TV.

The technology that earned that reputation is now being applied to the potentially lucrative AV market where we already have GLC supplier approval and a presence in some high street multiples.

To spearhead a major drive into this market we are looking for a Sales Manager, male or female, to participate in the formulation and planning of marketing objectives and take total responsibility for their successful implementation. In the first year this will involve considerable emphasis on dealer development nationwide.

Educated to degree level or equivalent you should have at least five years' good field sales experience, ideally in a relevant market, followed by a minimum of two years in an area management role. You should have a good knowledge of sales office systems and the ability to deal effectively with people at all levels is paramount.

The earnings package will have a considerable commission element in addition to a basic salary in the region of £13.5K. A range of benefits includes a 2 litre car and generous assistance with relocation to the Basildon area where appropriate.

Please telephone for an application form or send your cv to Geraldine Manton.

ITT Consumer Products UK Limited, Chester Hall Lane,

Basildon, Essex. Tel: 0268 3040.

**ITT**  
World-wide Technology

### Production Planner

£12,000-£13,000

Northumberland

Bristol-Myers, world leaders in the manufacture of toiletries and chemical pharmaceuticals, are seeking a mature professional in the Inventory Control Department based at their new manufacturing complex.

Candidates, aged 25-35, will have at least 3-4 years thorough understanding and experience handling complex planning problems within an FMCG environment.

The successful applicant, male or female, will be part of a small team working under highly pressured conditions where priorities are constantly changing. An ability to handle responsibility and achieve results are critical to success in the role.

Experience of sophisticated computer systems and MRP are essential. Production experience outside the UK is desirable.

Career prospects are excellent in this growth organisation. Relocation expenses will be paid where appropriate.

For confidential application form telephone Lorna Dinning, Northern Recruitment Group Ltd on Newcastle (0632) 610940 or forward comprehensive C.V. to Vine House, Vine Lane, Newcastle upon Tyne NE1 7PU.

**BRISTOL-MYERS**

### Principal Contracts Officer

THORN EMI Automation is a world leader in the design, development and manufacture of advanced electronics for defence and civil applications.

A senior contract professional is required to take responsibility for the supervision and control of the contractual aspects of the company's defence business. In addition to leading and motivating an experienced contract team, the man or woman appointed will ensure that administrative systems remain efficient and effective, and will play a key role in conducting high level negotiations with customers.

Ideally applicants will be qualified to an academic standard of HNC or equivalent, with wide experience of UK and overseas contract management, preferably in the defence industry.

We offer an attractive salary together with a wide range of group benefits including relocation assistance, if appropriate, to this pleasant semi-rural area.

Please write with full career history to D. A. Harding, Personnel Manager, THORN EMI Automation Limited, P.O. Box 4, Rugeley, Staffs WS15 1DR.

**THORN EMI Automation**  
A Division of THORN EMI Electronics Limited

London, Birmingham, Bristol, Chelmsford, Egham, Glasgow, Manchester, Newcastle, Sheffield, Southampton, Welwyn, North America, S. Africa. Affiliates in Europe and Australasia.

## Product Manager Communications Industry London

Our client is a major international manufacturer of communication equipment. They have asked us to assist them in recruiting a Product Manager for whom the primary responsibility will be the co-ordination and monitoring of the company's product range. This will include assisting with decisions on new products, acting as a liaison between the company and the group product management, rationalising product definition and release procedure, and instituting an educational programme for the sales force.

Applicants, aged 25-30, should hold a degree or HND in a relevant subject and, preferably, have a knowledge of radio. Experience should include product management in a high technology environment where you have successfully controlled a product policy. You must also have good communication skills, be able to analyse complex relationships in product and systems, and be capable of working both unsupervised and as a member of a team.

Our client is offering a competitive salary and a comprehensive benefits package including a car.

Applicants, male or female, should apply initially to the address below giving brief details of their career to date. Applications should be marked 'Confidential' and include a covering note indicating any organisation to which they should not be forwarded.

Please quote reference number 6854 and address applications to: C. Whittle.

**Coplan**  
Recruitment Consultants

21-22 POLAND STREET LONDON W1V 3DD

## General Manager

Applications are invited for this new appointment from men and women, both within and outside the Health Service, with demonstrable qualities of leadership at a senior level.

The General Manager will be personally responsible to the Authority for the General Management function within the District. Particular emphasis will be placed on the development of the management style and corresponding structures, the effective implementation of the Authority's objectives within available resources and the development of a corporate approach to planning.

The District provides a comprehensive range of health care for a resident population of approximately 240,000 in South and Mid Cheshire with an annual revenue budget of £32 million.

Contractual arrangements are for further discussion, but it is envisaged that the appointment will be for an initial period of 5 years, to be extended by annual consent, with a salary related to the remuneration of Senior NHS Officers.

Further details about the appointment and the District are available on written application (envelopes to be endorsed Ref: JP/DGM) to the Chairman, Crewe Health Authority, Barrow Hospital, Nantwich, Cheshire CW5 5QU or telephone 0270 626662 Ext 295.

The closing date for returned applications is Friday, 12 October, 1984. **Crewe Health Authority**

## Staff Development

### Cheltenham

Dowty Group, an international high technology group of companies employing 15,000 people, serving the world's aerospace, defence, industrial, mining and electronics industries, is looking for a Staff Development Executive at its Cheltenham headquarters.

The job holder will be responsible for a range of staff development activities, but will have particular responsibility for supervisory development. This will include:-

- advising subsidiary companies on selection methods
- developing and leading training courses for production and office supervisors
- assisting managers in identifying specialist training needs

Applicants (male or female) should be qualified to degree level and should have at least 2 years work experience. Excellent career prospects in personnel or training exist for someone who can make a creative contribution to staff development.

If you are interested, please telephone for an application form to: Cheltenham 53441 Ext 63, or write to: Ray Jennings, Management Development Manager, Dowty Group Services Limited, Arle Court, Cheltenham, Glos. GL51 0TP.

**DOWTY**

## Quality Assurance Manager

Airscrew Howden Ltd., a subsidiary Company of the Howden Group, is involved in the design, development and manufacture of specialist cooling equipment.

The Quality Assurance Manager will be responsible to a Director, and with a small staff, will be required to propose and implement a total quality assurance concept from design assurance through to customer defect analysis, ensuring that the emphasis is on preventive rather than corrective action.

The man or woman appointed will be a qualified engineer, and have had substantial experience in the field of Q.A. design and manufacture of electro-mechanical equipment, with practical knowledge of MOD and CAA procedures as well as BS5750. The preferred age range is 35-45.

There will be an attractive salary and benefits package including a Company car and generous relocation assistance where appropriate.

Write with detailed c.v. to the Personnel Executive, Airscrew Howden Ltd., Weybridge, Surrey KT15 2QR, or phone 0932 45511 Ext 366.

**AIRSCREW  
HOWDEN  
LIMITED**

## Assistant Sales Manager

Tullis Russell, the largest independent papermakers in the UK, invite applications for the post of Assistant Sales Manager based at their Dartford Office in Kent.

Reporting to the London Sales Manager the successful candidate, male or female, in addition to developing key accounts, will be responsible for achieving sales and marketing objectives, for co-ordinating the London Office sales effort and most importantly will be required to contribute substantially to increasing sales.

This is a new post with good career prospects and applicants should be in the age range 30-40 with relevant industrial and managerial experience. Above all you must show a particular desire to succeed in what is today an increasingly competitive industry.

In return we offer an attractive remuneration package including progressive salary, company car and relocation assistance where necessary.

For further details and an application form please apply to R. J. Moffitt, Assistant Personnel Manager, Tullis Russell, Markinch, Glenrothes, Fife KY7 6PB. Tel: Glenrothes (0592) 733311.

**Tullis Russell  
The Papermakers**

## Production Shift Supervisor

Mobil is seeking a Shift Supervisor to join its Production Department at Croyton Refinery, Essex, one of the most advanced Refineries in the U.K. and Mobil's largest in Europe.

As a Shift Supervisor, responsibility will be for supervising on a 24-hour shiftwork basis, all power plant machinery for supplying refinery utilities. He/she will have responsibility to ensure that the Section is operated in a safe, economic and efficient manner.

The role will ideally suit an individual with a minimum of five years' experience as a Marine Engineer, or equivalent Engineering experience, who ideally possesses either an HNC (Mechanical) or a Board of Trade First Class Certificate (Steam).

Candidates should possess sound technical skills, as well as administrative and managerial abilities.

Salaries and benefits will be based on experience and qualifications and will be highly competitive and consistent with those expected of an International Oil Company. Where appropriate assistance will be given with relocation expenses.

Please write, enclosing full c.v. to: Sieve Office, Relations Department, Mobil Oil Company Limited, Croyton Refinery, The Manorway, Stanford-le-Hope, Essex SS17 9LL.

**Mobil**

## Sales Representatives

### South of England

Vacancies have arisen within the Plastics & Fibre Raw Materials Business Area for two Sales Representatives to be responsible for selling a range of products to the South of England.

Educated to at least 'A' Level standard with several years sales experience gained within the Plastics industry, the successful candidate, male or female, will ideally live in the Home Counties although relocation assistance will be considered.

Each position offers an attractive salary, company car, BUPA and contributory pension scheme.

Please contact the Personnel Department to the first instance on (Assafone) 061-486 0735 for an application form or write to BASF United Kingdom Limited, P.O. Box 4, Earl Road, Cheshire HU6 6QJ.

**BASF**

London, Birmingham, Bristol, Chelmsford, Egham, Glasgow, Manchester, Newcastle, Sheffield, Southampton, Welwyn, North America, S. Africa. Affiliates in Europe and Australasia.

## Electronics Trainers

A manufacturer of advanced computer-driven colour graphics systems, our training requirements are considerable. Here at Hemel Hempstead we have a sizeable training facility, equipped with the very latest CCTV and 35 mm A/V aids. We're looking for the following:

**Training Instructor**

Preparing product training courses for our Field Service Engineers and overseas Agents, you'll be part of a specialist training team. In your late 20's, with at least HNC in electronics, you'll have had some training/teaching experience within the High Technology Sector, together with exposure to the latest minicomputer/microprocessor/digital techniques. You could well be ex-services.

**Trainee Instructor**

A qualified electronics engineer, you'll have a strong interest in learning, and in teaching advanced concepts for a wide range of disciplines. Naturally we'll train you in instructional techniques, and can offer you excellent career progression.

For further information call John Beedell on (0442) 218311 or write to Macmillan Davies Confidential Reply Service, quoting PG58, The Old Vaults, Parliament Square, Hertford SG14 1PU.

**Crosfield Electronics**

Britain's most colourful electronics company



## JOB HUNTERS

For a free job hunting information pack and weekly details on the recruitment market place including over 450 new jobs - ring Kevin Edwards on (0742) 794535 or write to PER, Moorfoot, Sheffield S1 4PQ.

## PER

Professional & Executive Recruitment

### Senior Telecommunications Engineers

The British Approvals Board for Telecommunications require additional Engineers to work in the following areas:

#### Manufacturers Delegated Testing

To £20,000 + car  
This appointment requires extensive knowledge of subscriber equipment (PABX, telephones etc) and ideally previous experience of laboratory testing of such equipment.

#### PABX Approval Scheme

To £23,000 + car  
This appointment requires substantial engineering experience covering large PABX System Architecture and associated laboratory testing together with a comprehensive knowledge of the PSTN interface.

Candidates must be chartered or graduate Engineers with proven communication ability. Each post carries an attractive negotiable salary and a generous benefits package.  
Send full cv to Mr. Watson, PER, 12a Commercial Way, Woking, Surrey GU21 1HG.

### Sales Promotion Manager

Travel agency organising tours to China and Far East requires experienced Travel Executive. Ability to speak to Chinese customers essential and be free to travel frequently and be willing to lead tours to China when necessary. Knowledge of Chinese essential.  
Send full cv to Mr. Watson, PER, 12a Commercial Way, Woking, Surrey GU21 1HG.

### Production Manager

Five figure salary  
We seek a Manager to be responsible for the day-to-day running and organising of the factories, which are made up of technical staff and non-technical staff and a large capital investment in specialised high speed equipment. The objective of this position will be the control and motivation of staff from the shop floor and to ensure good production performance on a daily basis. The successful candidate, aged at least 30 years, should have some direct production supervisory management experience in a high volume environment, with ideally a toolmaking background. Above all, however, we are looking for the ability to demonstrate strong staff-management and organisational skills. The right person will find the position extremely demanding, but leading to a secure and interesting career with increasing responsibility and financial reward. An unusual aspect of this position is the hours of work, namely a three day week, comprising a 12 hour day with minimum extra overtime. The company is part of a privately-owned group, manufacturing electrical components for relay, switchgear and domestic switching applications.  
Send full cv to Barbara Hunter, PER, 5 London Road, Maidstone, Kent ME16 8HR.

### International Technical Sales

Excellent salary package + car  
A well-established, highly successful company now wishes to build on its British and European success story. With a first-class product and as true market leaders the company has plans for significant worldwide growth. Accordingly they require a self-motivated high performer for this new key position with the prime responsibility of establishing and developing business within the very large but relatively untapped international market place. Applicants aged 25-40, should be technically qualified with a proven record in technical sales development and experienced in dealing with people of all levels ideally with a background in the marine hose or tanker couplings industries.  
Phone Michael Platten, PER, Norwich, (0603) 617426.

### Graduate Mech Engineer

Sought by our client, a well-established international group, manufacturers of specialised printing/converting machinery, to work in design and development. The work involves all aspects of special purpose machine design and a high degree of personal responsibility. Suitable industrial experience preferred, but recently qualified graduates considered. Salary to £17,000 p.a. depending on age and experience. Relocation assistance available.  
Send full cv to Sue Robinson-Smith, PER, London West, 319-327 Chiswick High Road, London W4 4AL.

### Senior Design Draughtsman

Avionics Packaging  
West Country  
Norman-Currett is a leading supplier of high technology control systems to the aerospace and defence industries. Operating from our attractive location in Yeovil, Somerset, we have already established ourselves as European leaders and we are making significant advances into the US market. To join in this exciting environment we seek a Senior Design Draughtsman (m/f) - avionics packaging, with sound experience and up-to-date knowledge of packaging design and military standards. The successful candidate will have gained in a major avionics oriented company. A good understanding of high density multi-layer printed circuit design will be advantageous, whilst full familiarity with aerospace, military and defence standards, both British and US MIL is essential. This experience is likely to have been gained from at least four years in a similar position with a background of some six to eight years in the avionics industry, an HNC qualification and an appropriate engineering apprenticeship. As part of an international group we are offering an extremely competitive salary for this key position. Applicants must have a thorough knowledge of process control instrumentation and digital systems, and be capable of systems engineering. Attractive salary plus excellent benefits and prospects.  
Write to Mr. Horley, Moore Products Co (UK) Ltd, Central Avenue, East Molesey, Surrey.  
75181 ext.3361 or 3195.

### Engineers

The expansion of a British managed, leading Gulf based contracting organisation has resulted in opportunities for:

#### Swimming Pools Sales Engineer

To £16,956 tax-free  
To head the medium range highly professional pools division. You should be 35-40, with experience in construction, water treatment, maintenance and sales of pools. The position offers plenty of scope for an entrepreneur in this field.

#### Civil Engineer Construction

To £15,000 tax-free  
To supervise 80-100 staff engaged on a large villa construction site programme. In your early 30's, you will need to motivate a multi-national labour force, and have experience of setting out. Would consider a graduate.

These bachelor status positions in a good working environment include an excellent benefits package and 15 days home leave each quarter.  
Send full cv to Mr. Jones, PER, Overseas, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

### Senior Production Engineer

To £12,000  
My client is one of the leading British manufacturers of electro-mechanical components and spares, mostly in batch production. An excellent opportunity has arisen for a Senior Production Engineer to join the company's Production Engineering Department, to take overall responsibility for the machine shop and assembly. Reporting to the Technical Services Manager and with the back-up of a small team of engineers, you will liaise with R&D departments in considering existing and alternative production methods with regard to work flow, machinery, plant, costs and output. You should have a thorough understanding of practical machining tool applications. Candidates should be qualified electro-mechanical engineers (HND or equivalent) and have at least 10 years' relevant experience in this field. You must be able to communicate effectively and control costs at all levels both within and outside the company. A negotiable salary of up to £12,000 is offered together with good career prospects and other benefits. In return for your commitment and enthusiasm, send full cv to Sue Kellaway, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

### Warehouse and Distribution Manager

To £10,500 + car  
To join international music publishers and run their computerised warehouse operation. Previous experience in essential, organising and communication skills are an interest in classical music would be an asset.  
Send full cv to Anne Doherty, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

### Sales Manager

Negotiable salary + car  
East Midlands  
Heritage Engineering, a medium-sized and profitable engineering company, part of a major UK group, requires an experienced Sales Manager. Reporting to the Chief Executive, the successful applicant will be responsible for expanding existing markets and developing new areas for the company's light precision machining and fabrication division. The company is involved in "one-off" and short batch subcontract work for the defence, energy and petro-chemical industries. Candidates aged 35-45, must have a sound background in engineering, with a subcontract bias. Benefits include negotiable salary, car, pension scheme, private health care and relocation expenses.  
Applications to Jim Lowe, PER, Lamber House East, Charnwood Street, Nottingham NG1 5NS.

### Regional Sales Manager

Negotiable salary + car  
London based  
One of the country's leading pressure vessel manufacturers is expanding its activities and a vacancy currently exists for an experienced representative to be responsible for maintaining and developing sales opportunities in the Southern region. The starting salary will be commensurate with experience and ability. A company car will be provided, together with other non-contributory benefits. Candidates who can demonstrate success in selling pressure vessels and/or heat exchangers to London-based contractors and users in the Southern region are invited to send full cv to Mr. John Hooper, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

### Sales Executive

Attractive package  
Southern England  
Horsley Bridge, one of Britain's leading fabricators, designs, manufactures and erects modern water storage tanks, structural steelwork and bridge work. An Executive is now required to sell bridge and tank work in London and Southern England. You should ideally be aged 35, qualified to HND level and live in the London area.  
Send full cv to Dawn Martin, PER, Fountain Court, 100 Abchurch Lane, Birmingham B4 6DS.

### Sales Engineers

London & Home Counties  
Continued expansion within Moore Products (UK) Ltd, has created additional requirements for UK Sales Engineers, particularly in the Home Counties, Bucks, Berks, and West London areas. Applicants must have a thorough knowledge of process control instrumentation and digital systems, and be capable of systems engineering. Attractive salary plus excellent benefits and prospects.  
Write to Mr. Horley, Moore Products Co (UK) Ltd, Central Avenue, East Molesey, Surrey.

### Inventory Control Manager

To £13,000  
Gloucestershire  
Key role with rapid expansion, high technology electronics specialist. After initial period examining current systems - stock control, security, goods inward, listing, issues, and production; planning and purchasing interface, you will establish new systems and implement full MRP system. We seek analytical problem solver, aged 30-35, having wide experience in various control systems in similar environment with high volume parts. Ability to control/motivate up to 15 staff essential. Top benefits package, relocation assistance where appropriate, really outstanding career opportunities.  
Send full cv to Peter McMahon, PER, Grosvenor House, 55-56a Road, Gloucester GL1 1TA or tel: (0452) 35525.

### Production Manager

To £12,000 + car  
North London  
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We are looking for an experienced Quality Engineer who is familiar with the requirements of BS 5750. The successful applicant will have the ability to co-ordinate the efforts of other departments to ensure the achievement of compliance to the quality standard. Knowledge of compiling Q.C. documents and procedures is essential. Applicants should be aged 25-35 and qualified to a minimum of HNC.

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Candidates should be: - HNC/HND in Electronics or Electrical Engineering or Physics. Ref: DT2927-M

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# SEEKING OUT A SELECT FEW...

SEARCH out the smaller London shops, whether you are after anything from a bikini to a ball gown, they offer a welter of choice. Earmark the ones whose particular range of clothes suit your needs and you could halve shopping time and minimise frustration.

The Courtyard 129 Beauchamp Place, London SW31, colourful and bright with its enthusiastic young owner/designer, Brooge Collins, is over so slightly raffish. Nothing seems planned much here, except, that is, for the specially-printed materials. Bright tops and trousers hang from the garden trellis crowding cobwebby lace party dresses and fragile beaded Thirties tunics. It's the place to find something feminine and original in lovely materials; outfits you won't bump into at every street corner, and prices are heart-wormingly reasonable.

Demob 147 Beal Street, Soho, all red and black, hammered steel and pulsing music, has an enviable name among London's young fashionistas for launching trends. Well, if that is so, we are in for a wave of tough, no-nonsense, camp fire clothes. Take anything from a scout's wardrobe, deep-pocketed shirts, sensible mud-call skirts in indigo ticking, or tough rubber shorts, and you get the Demob look. Although geared for the pace-setting young the extra-roomy striped shirt dresses and the good skirts in men's worsteds could also please the over-Thirties.

The Beauchamp Place Shop 135 and 37 Beauchamp Place, SW31 is the place if you relish grand materials, thoughtful making and think British valiantly enough not to wince at the fairly hefty prices. Here amid the calm of blond oak and polished floors you can find a pleasant collection of the best of the British designers, cool, rather classical clothes, but packing lots of extra dash, from long pleated flannel skirts that wrap the ankles (don't panic, they will happily shorten them), well-tailored coats, and wonderful leathers and suedes, all with impeccable panache.

Sketched from left to right: The Courtyard dress, or casual? Soft loose too of fine silky black herringbone wool, from is brilliant with fuchsia, orange and geacock flowers. Exquisitely worn over long rich green and black check trousers in line soft wool. Top £59, trousers £59. One of the many, dreamy lace dresses, Fifties' flattery in line black lace, with heart neck line and spreading skirt. Approximately £130. Demob: the scout's look with crisp white cotton shirt with collar detail and back pocket tooping a front - buttoning back-pleated skirt in smooth charcoal wool, patterned in white. Shirt £29. Skirt approximately £45. Extra - roomy fly - fronted dress in men's shirting, white hair-striped in black and blue, can be worn belted or not. £45. The Beauchamp Place Shop: casual dressing for town in a long, long, beautifully-designed cream wool sweater pulled well down over a navy or brown flared skirt in tough ski pants material. Sweater £118. Shirt £65. Cool, contemporary and elegant navy wool for an importantly - sleeved coat dress by Jasper Conran, for an investment well worth its £175.

Sketch and report by BERYL HARTLAND

## BON VIVEUR TAKING A FRESH LOOK AT SOME FLAVOURSOME OLD FAVOURITES

SMALL swedes which have not had time to go rock-hard since being lifted from the soil provide the basis for a simple but extremely palatable vegetable. Cucumbers make two of the best creamy soups, iced and hot, and both entirely different. Vegetable marrows, properly treated, form the basis for an excellent Ratatouille. All three are at their lowest prices to the shops' right now, need the minimum of skill in handling, but take a little time to prepare properly.

Against this, smallish vegetable marrows make an excellent main course meal and creamed swedes, when mixed with creamed potatoes and bound with a simple batter, make delightful fritters for serving with any grated cheese and are no trouble at all to achieve. When it comes to cucumbers we cherish a recipe for Cucumber Pickle which does not keep for long—about six to eight weeks—but is quite the nicest of them all. Also, serve them to a very French presentation, Cucumbers in Cream, or turn them into a much-loved by our ancestors Cucumber Jam.

layer. Sprinkle over the top, too. Leave for three to four hours. Press down to expel any remaining moisture drawn by the salt, turn into a jam kettle or preserving pan and set over a mere thread of heat. Stir in all remaining ingredients with a wooden spoon. Allow to become just too hot for a testing finger, but do not boil. Remove from heat, rest 15 min. Put up and tie down when completely cold.

### THE RECIPES

**MARROW RATATOUILLE**  
**INGREDIENTS:** 1 medium marrow; 2 large red pimientos; 1 medium tomato; 1 large aubergine; vegetable oil; 2 crushed garlic cloves; 1lb peeled shallots; 10fl oz tomato coulis; 1 flat dessertspoon each of dried thyme and finely - seared chives and crumbled oregano; salt and black pepper; 1 bouquet garni.  
**METHOD:** Peel, hollow out and then dice the marrow flesh. Heat 2 fl oz vegetable oil in a roasty frying pan, add marrow and turn/fry gently until tender. Drain thoroughly, returning oil and juice in the pan. In this, fry the thinly-sliced shallots, crushed garlic and peeled, seeded and sliced pimientos until tender. Press through a sieve, letting oil and juices again fall back into the pan. Add a further 1 or 2 fl oz oil if necessary. Slice the aubergine down through the centre and steam, outside down, over boiling water and under a lid. When soft, scrape out all the flesh, mash with a fork and put with fried marrow, garlic and shallots into a roasty bowl. Meanwhile skin and fry the seeded tomatoes and fry until tender. Mash and add, with remaining oil from pan, to the bowl mixture. Turn in all remaining ingredients, stir well then turn into a heat-resistant dish. Cover with foil and bake in the oven at 350F (Gs 4) until bubbling and aromatic. Take out hot. Serve with main-course dishes or use as a border to servings of scrambled eggs. This freezes well.

**CUCUMBERS IN CREAM**  
 Cut one or more peeled cucumbers with a Parisian cutter into very small balls. Blanch them in boiling water and leave 5min. Strain well and return to cleaned pan and stir/turn until well dried out. Add 5 fl oz single cream with a generous seasoning of black pepper and a light pinch of salt. Simmer until this has thickened. Turn into a small dish and border with crustless triangles of toast for service.

**CUCUMBER JAM**  
**INGREDIENTS:** 4 good-sized, unskinned cucumbers; 3lb preserving or loaf sugar; 2oz bruised root ginger, tied into a scrap of muslin.  
**METHOD:** Slice the cucumbers half-an-inch thick then chop and turn into a bowl. Cover them with the chosen sugar. Cover with a cloth and leave for 24 hours. Drain off all accumulated juices into a preserving pan, add the ginger bag and raise slowly to boiling. Simmer for 10min. Add the prepared cucumber and re-boil. Simmer for a further

**CREAMED SWEDES**  
**INGREDIENTS:** 2 small swedes; 5 fl oz single or coffee cream; salt and freshly-milled black pepper.  
**METHOD:** Peel and cut up the swedes into smallish pieces. Two-thirds fill a really roasty pan with fast-boiling water and turn in the prepared swedes. Simmer until really soft and tender. Pass through a liquidizer, then rub through a coarse sieve and return to clean saucepan. Stir, with a wooden spoon, over a very modest heat until sufficiently dried out and really thick. Season liberally with the pepper, lightly with the salt and add half the cream. Beat thoroughly. Turn on to a heated dish and fork up into a ridged crown. Take a large tablespoon and make a deep indentation at top centre, pressing the spoon down into the mixture. Fill this with the remaining cream and seed to taste.

**VEGETABLE MARROW PRESERVE**  
**INGREDIENTS:** 4lb peeled, seeded, firm vegetable marrow, cut into cubes; peeled weight of 1lb of preferably Bramley apples; grated rind of four lemons and the strained juice of two; 3lb preserving or loaf sugar; 4 level teaspoons powdered cinnamon and also of powdered ginger.  
**METHOD:** Put all ingredients in a preserving pan and cover with sugar. If using the loaf sugar crush inside brown paper bag. Raise slowly to boiling point, allowing sugar to melt completely. When boiling, maintain until a dab on the chilled saucer sets well. When cold, cover and tie down to store in a very dry place.

**HOT CUCUMBER SOUP**  
**INGREDIENTS:** 2 large unpeeled cucumbers; coarse grated; 2 pints Bechamel sauce; 1 chopped hard-boiled egg; 1 tablespoon freshly-milled parsley heads; salt and black pepper; paprika.  
**METHOD:** Put grated cucumber into a colander, sprinkle liberally with salt and rest for one hour. Stir drained cucumber into Bechamel sauce, correct seasoning with salt, black pepper and a heaped teaspoon of paprika powder. Turn into a double saucepan over hot water for re-heating when required. Mix parsley with chopped egg, scatter over each bowlful for service.

**CUCUMBER PICKLE**  
**INGREDIENTS:** 3 unskinned cucumbers, sliced very thinly; green salt or rock salt; 1 very small red chili; 1 flat egg-spoon tamaric; 6 pepper-corns; 1 flat eggspoon celery salt; 2oz soft, preferably dark brown, sugar; 5 fl oz wine vinegar.  
**METHOD:** Place sliced cucumbers in layers in a colander with a fairly liberal sprinkling of salt over each 1in deep

**STUFFED VEGETABLE MARROWS**  
**INGREDIENTS:** 2 medium vegetable marrows, halved lengthwise and with all pith

**ICED CUCUMBER SOUP**  
**INGREDIENTS:** 2 medium cucumbers, grated; 2 pints milk; 5oz shelled shrimps, chopped small; salt and pepper; 6 large ice cubes; 10 fl oz single or coffee cream, whipped very stiffly; 1 tablespoon freshly-milled parsley heads.  
**METHOD:** Select a few on-chopped shrimps and set aside. Stir the remainder into the milk. Turn the grated cucumber into a colander, scatter liberally with salt and leave to drain for two hours. Stir cucumber shreds into milk mixture. Taste, correct seasoning with black pepper and a very little salt. Add parsley and ice cubes one hour before

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## FINAL AND BINDING?

THE NEGOTIATED SURRENDER of Hongkong on June 30, 1997, to the sovereignty of a Communist state is the major achievement of yesterday's agreement between Great Britain and China. That basic fact and unalterable reality must be recognised. Recognising also, however, the limits on our modern powers to edge Hongkong towards the nationhood enjoyed by the rest of the Commonwealth, the agreement reached is a good one. It will almost certainly be enough to give the colony several more golden years, and to bring the speculators back. Business will be reassured by the specific exclusion of socialism, of exchange controls and of taxation by China, and by the guarantees of private property and of Hongkong revenues being spent there. The citizenry has been promised the retention of British passports to 2047 and with it the right to leave. Further, the "agreement" is held to be "binding" at international law, albeit a guarantee which every reader will value differently.

What happens after 1997 remains a matter of hope and faith. Hongkong, noting that Mr TENG Hsiao-ping's battle with ageing provincial survivors of the Cultural Revolution is far from over, fears the return of an orthodox Maoist régime with an irresistible temptation to intervene. It fears no less the innocent but disastrous mistakes of a pragmatist in the style of Mr TENG or Mr HU YAO-BANG, his likely successor, for China's history since 1949 is littered with miscalculations.

Such pessimism, we believe, can be overdone. Even a second Mao cannot ignore China's interest in sustaining the annual return of U.S. \$8 million from Hongkong, one third her foreign currency earnings. For China's highest needs, in 1997 as now, will be Western high technology to renew an antique industrial base and modern Western weaponry to equip an army trained more to guerrilla and light infantry operations than in positional defence against the USSR. Revenues from Hongkong are the sine qua non of all that. Mr TENG is still paying the bills of the Western spending spree of chairman HUA KUO-FENG in 1976-78, and he, we hope, will not be the last Chinese leader to be educated in his country's enduring interests, as in the low politics of seducing Taiwan back into the fold.

## MR LAWSON'S HOSTAGES

NOTWITHSTANDING the horrendous scenes of thuggery shown nightly on our television screens, the first six months of the miners' strike has had but modest impact on the nation's business. A point shaved off the gross domestic product; but the Chancellor expects to get it back next year. Higher bills for electricity to pay for extra oil-burn, and a variety of estimates (most of them seemingly exaggerated) of additions to the Budget deficit—but not enough as yet to call the Chancellor's forecast for the financial year-end into question. A larger deficit on the visible trade account; but again, not enough to scare the horses. This could be going to change. Were the leaders of the pit overers and deputies to succeed in calling out their membership, and hence in shutting down the working coalfields, confidence in the outcome of Mr SCARGILL's naked challenge to elected Government would take a knock.

In these circumstances the Chancellor's comments to his colleagues and assorted bankers in Washington this week offered hostages to fortune. His impatience to reduce the real cost of borrowing, at a time when—as he tacitly admitted—the eotrails are suggesting a slow-down in the rate of growth in 1985 with unemployment still inexorably on the increase. Is understandable. But the deduction the markets may draw is that sterling will be left to its own devices; and these could be uncomfortable.

Mr LAWSON is a sceptic when it comes to the exchange rate. He has always argued that over time domestic prices will respond to monetary discipline rather than to exchange rate fluctuations, and the experience of the past three years, when the dollar rate for pounds (in which our imports are largely paid for) has slumped and the predicted rise in the inflation rate has not materialised, supports his view. Nevertheless sharp jolts to the exchange rate can affect inflation expectations; and, more to the point, they are liable to arouse market pressures for higher interest rates which swamp resistance from the Treasury and the Bank of England. Under these circumstances, calls for cheaper money can have the perverse effect of exaggerating a rise in interest rates which might have been unavoidable, as happened in July. If U.S. rates of interest do moderate this autumn, and Mr SCARGILL and his allies are frustrated in their work of sabotage, there will be opportunities enough for somewhat softer credit. For the moment sterling needs friends.

## TOO LATE FOR REFORM?

THE FUTURE of UNESCO may well be decided while its executive board meets in Paris over the next few weeks. The first question is whether the United States will carry through its threat to leave the organisation at the end of the year. Certainly none of the reports produced over the past few months has exonerated UNESCO so far as the Reagan administration is concerned. In its eyes no one has plausibly suggested that UNESCO as it is presently constituted can ever be anything other than inefficient, costly, corrupt and inherently biased towards anti-American or pro-Third World causes.

Though the United States contributes one quarter of UNESCO's budget, the organisation could probably survive her departure so long as it did not trigger off a chain reaction. That is why the most important question is no longer whether America will leave but whether like-minded countries such as Holland, West Germany, Switzerland and possibly Britain will join her. If they do not, UNESCO can probably stagger on. But if they leave, there will be a mass exodus and the organisation will collapse.

Without much success Britain and some other countries have been pursuing for some months the idea of reform from within. Can UNESCO ever change so long as its present Director-General, Mr AMADOU M'bow from Senegal, is allowed to continue to run it as a sort of ramshackle but rather radical African country? These warring countries must be honest with themselves over the coming weeks. If they encounter signs of the same old malpractices they should reflect that UNESCO was not designed for all time. They should then consider founding a new organisation which could accomplish the same scientific, educational and cultural ends much less expensively.

# What Gaddafi's new marriage of convenience means to the West

IT is not surprising that Western countries should regard with some initial misgiving the Arab-African Treaty of Union concluded last month between Morocco and Libya.

Morocco is a nation traditionally sympathetic to the West, an open society governed by an autocratic but constitutional monarchy, instinctively and pragmatically at odds with such phenomena as communist imperialism, religious fundamentalism and international terrorism.

Libya is, on the other hand, a substantial base for Soviet military equipment, bitterly anti-Western, governed by an unpredictable religious fanatic who is generally regarded as one of the principal sponsors and paymasters of the network of international terror. It is at first glance difficult to see what two such countries or their rulers could possibly have in common, or what a treaty of union between them could ever be expected to achieve.

The agreement itself seems straightforward enough. The union is to be presided over jointly by the King of Morocco and the President of Libya. A permanent secretariat is to be established in Tripoli under, initially, a Moroccan Secretary-General. There will be a number of committees dealing with political matters, defence, economic affairs, culture and technology and charged with implementing the decisions of the Presidency.

Each country will be represented in the other by an emissary of Ministerial rank. There will be a joint assembly and a common court of justice. It is expected, although not yet decided, that King Hassan will be the first President of the Union of States.

**POLITICIANS** as ambitious as Col Gaddafi and as farsighted as King Hassan have clearly not taken this significant step without calculating its dangers and its benefits. For Gaddafi, the treaty is almost certainly another of his attempts to begin the process of creating a united Arab world with himself as its inspiration and leader.

In pursuit of this aim he is evidently prepared to suspend his frequently-expressed contempt for dynastic Arab monarchies. It is difficult to perceive any other motive behind this latest foreign policy initiative. It has been suggested that Gaddafi is anxious to mend his fences with the West, which have been undermined by persistent involvement with international thuggery and finally trampled down by the murder of a police officer in London by gunmen in the Libyan Embassy.

Yet the Libyan ruler has made no great effort to improve his international image. The recent

release of two British hostages was clearly designed to produce some "concession" from the British Government and it has done nothing to minimise the fact that at least four British citizens are still summarily incarcerated in Libya.

For Morocco, the potential advantages of union with Libya are not so difficult to discern. The most immediate benefit is likely to be a suspension of Gaddafi's support for the Polisario forces in the western Sahara, whose activities have proved to be a debilitating drain on the Moroccan economy.

At the apparent insistence of Gaddafi, the new union will have, under article 10 of the treaty, a joint budget for economic development, an institution which seems likely to benefit Morocco substantially more than Libya. The impact of the treaty of union might, if all turns out well, go far to alleviate some of Morocco's pressing economic problems. The question now uppermost in King Hassan's mind must concern the political price he may have to pay in terms of his own relations with the West.

In this context he points out firmly that there is nothing in the treaty which should cause his friends in the West to fear a change in the direction of his foreign policy. The agreement, he

affairs of his country, standing at the conjunction of the civilisations of Europe, Africa and the Arab world.

It is not too extreme to suggest that the future of the union and its significance for the West may depend upon which of two powerful personalities emerges predominant. It is perhaps significant that in Morocco, the treaty of union was endorsed by a national plebiscite; in Libya by Gaddafi's "General People's Congress".

If King Hassan can succeed in injecting into Col Gaddafi some sense of his own practical common-sense in foreign policy, it is not too hard to discern some of the benefits which might follow. If Gaddafi can be persuaded of the need to extricate himself from some of the more blatant exercises in international banditry, a normal and constructive relationship with the West might become possible (it is certainly important to Libya from an economic point of view). King Hassan is already trying to persuade the Libyans to release their remaining British hostages, and President Mitterrand's visit to Morocco after the signature of the Treaty of Union was quickly followed by an agreement between France and Libya which will enable the French to withdraw their forces from Chad.

Meanwhile, there are a number of potential bonuses for Western diplomacy in having, as an interlocutor with the Libyans, a ruler who understands the cultures, psychologies and prejudices of the Western, the African and the Arab worlds.

## Lord CHALFONT on the treaty of union between monarchist Morocco and Libya

argues, does nothing to restrict the freedom of action of the two countries in international affairs. Western observers point out that this might prove to be inconsistent with article 9 of the treaty which specifies as one of its aims a common policy to include "in the international sphere, fraternal understanding between the two countries, together with close diplomatic co-operation. It is indeed difficult to contemplate close diplomatic co-operation between the King of Morocco and a ruler whose "diplomats" carry firearms in their diplomatic bags and engage in Mafia-type murders of political dissidents.

It would, however, be extremely unwise for Western politicians and commentators to react too strongly and too soon to this latest development in Arab-African politics. King Hassan's record in foreign affairs since he succeeded to the throne in 1961 has been one which should reassure the West. He is a statesman with a comprehensive and systematic global view, which includes a deep mistrust of Soviet imperialism and a strong belief in the potential influence in world

ONE of the contributory causes of the total breakdown of relations between Libya and the West has been absolute failure to communicate across cultural barriers. The danger, of course, is that Col Gaddafi's special brand of political volatility might prove too much even for King Hassan to handle. The Libyan leader, in a speech to mark the anniversary of his seizure of power in 1969, hinted that the treaty of union was a Moroccan idea and that if it did not work, he would not hesitate to wash his hands of it.

Although it would be anachronistic of King Hassan to indulge in this kind of tactless public announcement, it is unlikely that he has escaped his attention. The treaty of union was, indeed, his initiative, launched last July during the visit of a Libyan delegation to Morocco. If it ever shows signs of limiting his freedom of action in foreign policy, or of alienating his friends in the West, he is experienced and realistic enough to walk away from it at once. If he is forced to do so, it is possible to hope that the West will show more sympathy for his security problems and economic difficulties than has been the case in the past.

## National Gallery plan that succeeded

IF THE Environment Secretary Patrick Jenkin wants an alternative design for the National Gallery extension, now that he has rejected the proposed plan for the building, he could start searching the archives of his own department for a scheme the Government approved 45 years ago.

In the late 1930s, Kenneth Clark, as director of the National Gallery, made strenuous efforts to persuade the oil magnate Calouste Gulbenkian to present his collection to the gallery, to be placed in a specially-built extension. Gulbenkian was even talked into putting up the money for the building, which would have gone on the site where the gallery still stands to build.

Plans were commissioned from the American architect William Delano, a model was built, and the scheme was approved by the Environment Department's forerunner, the office of Works, and by the Prime Minister, Neville Chamberlain himself. But the war came, the Government insistently declared Gulbenkian an "Enemy under the Act" and the collection eventually went to his Foundation in Lisbon.

The gallery says the plans disappeared into the Office of Works in 1939 and no one now knows where they are.

## Nuclear freeze zone

A SPLENDID story of weekend derring-do aboard the Victory in Portsmouth Dockyard emerged yesterday.

A group of CND protesters posed as tourists and were being shown round the old flagship by the Royal Marine guides. As they arrived on deck some of them produced banners and hung them over the rail while two of their number set off up the rigging.

By the time they reached the Fighting Tops, about 60 feet above the deck level, the MoD police had arrived and one policeman climbed towards them. He got halfway before being overcome by vertigo and forced to retreat.

A Marine corporal and two of his men then sprang aloft to find the two demonstrators in an advanced state of fright. One had to be lowered to the deck in a Vell Robinson stretcher and the second was talked down by a Marine after hearing dark mutterings about the breaking strain of the stretcher rope.

## Ken's midwifery course

EVER ONE to help the world's amphibians, the GLC's Ken Livingstone found himself carrying out a mission of mercy during a recent visit to that bastion of the old order, the Palace of Versailles.

After touring the splendours of the palace, Livingstone and his friend Kate strolled round the gardens where they came across a bundle of baby midwife toads trapped in an ornamental stone basin. The little beasts had apparently been abandoned there by a parent, and were too small to clamber over the lip of the basin. To the amazement of other tourists, the couple immediately set to work

## LONDON DAY BY DAY

rescuing the toads and carrying them to a nearby pool, where they had a chance of survival.

Only Livingstone, perhaps, could go to Versailles and end up rescuing the toads—these particular creatures also have the advantage of being non-existent as they derive their name from the fact that the father looks after the young until they hatch.

**Whatsitname**  
IN ITS LATEST act of nose-thumbing against the Government, the GLC has come up with a list of little-known left-wing activists as candidates for the award of blue plaques marking their former homes.

Included in the roll of honour are Sol Plaatje of Waltham Forest, Marcus Mosiah Garvey in Hammer-smith, Dr Harold Moody in Peckham and Fred Kees, "the Mighty Atom," an early Labour party organiser who lived in Sudeley Road, Battersea and died in 1914. The Tories, suspecting a Labour plot, are planning to oppose the names when they come before the GLC Historic Buildings Panel.

## Hatched and despatched

AMERICA'S weekly bible of the entertainment industry, *Variety*, has put its own perspective on the arrival of Prince Henry with an announcement in its current issue:

**Births**  
Charles and Diana, Prince and Princess of Wales, son, Sept. 16, in London. Mother's a top international cover girl, father is royal patron of the British Film Institute.  
Mr. and Mrs. Dennis Campo, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 00, 01, 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 00, 01, 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 00, 01, 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 12, 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COMPANIES

## DRG tops £10m at half way

DRG's opening half pre-tax profits show a 12 p.c. increase from £9.5m to £10.6m, though the improvement in overseas trading and lower interest charges were partially offset at home by the second quarter.

The board expects the volume of business to continue at the year level for the rest of the year, since most of the operating are still running, albeit slowly.

Additionally, conditions in most of the group's markets are also stable and less likely to be disturbed by fluctuations in raw materials.

Consideration of a dividend increase for 1984, however, is being deferred until the full-year results are known.

The interim is a same-again 5p payment on Nov. 5.

## A & G Security

A & G SECURITY Electronics, a high-tech alarm concern, has pushed full year pre-tax profits to £14,000 on turnover of £1.48m, up from £12,000 on £1.35m.

The total dividend is being raised by 20 p.c. from 1p to 1.2p, with a 0.72p final and 0.48p interim.

The board looks forward to further profitable expansion. Acquisitions continue to be security and the pension range of £1.5m to £2.0m, has made good progress.

## Atlantic Computers

IN WHAT it describes as an "exciting and rewarding" first half, Atlantic Computers has pushed full year pre-tax profits to £1.5m on turnover of £1.5m, up from £1.2m on £1.3m.

Nov. 15 and a 2.5p total has already been forecast.

Excellent progress was made in all the group's markets, with areas of activity whilst the business has recently acquired a number of new contracts.

Chairman John Foulson is confident that the rate of growth achieved in recent years will be sustained and that the company will remain strong in all market areas which the group serves.

## Harold Perry

FIRST half pre-tax profits from Ford main dealer Harold Perry Motors have slipped from £2.0m to £1.8m, despite higher turnover of £7.5m to £8.5m.

The board says profits are now sales were disappointing during the first four months but have since recovered since the beginning of May.

It adds that against the competitive marketing background the group may have difficulty in making up the shortfall in full year profits, but it is taking a number of significant measures to rationalise group resources.

The interim dividend is being held at 1.5p on Dec. 4 from earnings of 5.5p (5.5p).

## Newbold and Burton

THE changing trading pattern in the group's largest subsidiary and a downturn in business at George Burton & Son have meant that opening half pre-tax profits from Newbold & Burton Holdings, the women's footwear manufacturer, have slipped from £216,000 to £209,000.

The results also suffered from a build-up of made-to-order stock ahead of autumn deliveries, but the board says these will be reflected in the second half. The forward order position at the end of the year for production in the second half, was significantly higher than a year ago.

Earnings are back from 2.5p to 2.0p, but the interim dividend stays at 1.5p on Oct. 23.

## Platignum

THE MOVE to Royston and record July sales enabled Platignum to turn from losses of £328,000 to a modest pre-tax profit of £3,000 in the half-year ending July 31.

The company is launching its new pen range during October but this will involve it in heavy costs.

There is again no interim dividend and the preference dividend will not be paid on Nov. 1. Nevertheless, the board remains confident that the steady recovery will continue.

## Bowater

BOWATER INC., the American operations floated off from Bowater earlier this year, plans a £75m convertible debenture offering, and has filed registration documents with the Securities and Exchange Commission. Proceeds will pay bank and other debt to pave the way for further funding of capital projects planned in North America.

## Saxon Oil

FULL YEAR pre-tax profits from Saxon Oil, the independent exploration and production company quoted on the USM, have jumped from a restated £319,000 to £1.32m on turnover of £4.38m (£167,000 adjusted).

During the year the group's

## Greenfields buys BCL

GREENFIELDS Leisure, the leisureware and camping group, is paying £5.75 million for BCL (Holdings), which used to be Blackie Camping and Leisure and part of Black & Edgington.

The bulk of the price is being paid in shares of new Greenfield Leisure shares valued at 47p, although they rose to 49p in the market yesterday.

Murdo Morrison and his associates, who own a stake in BCL, bought into the family year Greenfield Leisure, will end up with 58.5 p.c. of the new company, to be called Greenfields Leisure. But the takeover price has not agreed a general offer, subject to shareholders agreeing in the deal in the first place.

BCL forecasts that its profits in the year to next February will be not less than £500,000. Black & Edgington, 50 p.c. of the new company, sold BCL late last year for £5 million including intra group debt repayments.

## Tilbury Group

TURNOVER at Tilbury Group in the first half-year, but pre-tax profits rose only 0.4 p.c. from £11.5m to £11.6m. Narrowing margins reflected in the construction industry. Despite this, the group performed well and has been successful in winning new work which should benefit the result for 1984.

Earnings emerged at 6.1p, against 5.9p, and the interim dividend is being raised from 1.5p to 1.6p on Oct. 22.

## Kalamazoo

BUSINESS systems and services concern Kalamazoo, which planned £178,000 into the red mid-year and cut the interim dividend from 0.6p to 0.5p, is now reducing the final 1.5p to 1.4p, with a 2p (3.5p) total.

## IN BRIEF

Joseph Holt: First half pre-tax profit £1.2m (£1.1m), Eps 21.10p (£21.10p).

Howard Machinery: Half-year results, deferred pending consideration by company's United Kingdom bankers of board's proposals for reorganisation of the company, which will be announced in second half of October.

Meyer Emporium: Full year pre-tax profit £151,000 (£151,000), Eps 18.5p (£18.5p), on increased capital. Final dividend 6 p.c., payable Dec. 14, making 11.5 p.c. total.

Baile Gifford Japan Trust: Full year pre-tax revenue £78,000 (£78,000), Eps 1.44p (£1.44p). Gross investment income £568,000 (£219,000), Eps 0.5p (£0.5p), payable Nov. 22. Net 285.8p (184.4p), and diluted 285.8p (184.4p).

Ramar Textiles: Full year pre-tax profit £13,000 (£13,000), Turnover £18.6m (£15.6m), Eps 3.94p (£3.52p), dividend 1.5p (1p), payable Dec. 6. Company remains confident that demand for its goods will show yet again increased profits.

Bacon of Ireland: Interim dividend 21 p.c. (same), payable Oct. 1.

L. D. & S. Rivin Holdings: Full year pre-tax loss £70,500 (profit £19,200), Eps 1.59p (earnings 0.34p), dividend 0.1p (same), payable Oct. 31.

Wangate Property Investments: First half pre-tax profit £37,000 (£350,000), Gross rental income £1.12m (£980,000), Eps 1.9p (£1.6p), interim dividend 0.5p (same).

Maimet Holdings: Full year pre-tax loss £129,000 (profit £74,000), Turnover £1.19m (£1.01m), Eps 3.47p (earnings 0.48p), dividend 0.5p (same), payable Nov. 22. Disappointing results, caused by delays in obtaining firm orders for product sales.

Carborundum Abrasives: First half pre-tax profit £875,000, Sales £21.7m. No comparative. Intend to recommend a 0.4p dividend in November. Confident prospects forecast not less than £1m pre-tax for 1984 will be exceeded.

Fleming Universal Investments Trust: Interim dividend 2p (same), payable Nov. 30.

## CHAIRMEN

Edis & Everard — Simon Everard: Confident that the new record levels of profitability. Sales for the first four months of the current year show a 17.1 p.c. increase.

Waring & Gillow — Manny Cussins: Written sales are in excess of 10 p.c. up over the last quarter and if this performance is sustained it will lead to a marked increase in full year profit.

## BIDS AND DEALS

### Greenall Whitley

GREENALL Whitley, the Warrington-based brewer, is in negotiations which are expected to result in Greenall acquiring Cellar 5, the second largest private off-licence company in Britain. Cellar 5 has 170 shops in the North and Midlands and has achieved a steady profit growth over the past 12 years. A further announcement is expected soon.

### Enstar Corporation

ULTRAMAR and Allied Corporation of the United States have finally won a three-month battle for control of Enstar Corporation, the Texas oil company. Yesterday, Ultramar won the approval of Enstar shareholders with 37.8m votes in favour and 70,000 against.

Enstar has sold its Midland Mechanical Developments subsidiary to SEP Group.

## Scrip and £1.4m by Samuelson

SAMUELSON GROUP, the film and television services and equipment company, yesterday backed record 1983-84 results and a scrip issue with a confidence statement and property revaluation which helps lift net asset value 72 p.c. to 522p a share.

Benefiting from more buoyant conditions in the film industry, increased efficiency and growth in its non-film activities, pre-tax profits rose from a restated £314,000 to £1.4m on sales just 3 p.c. ahead at £16.5m.

Earnings per share rose from 27.6p to 83.3p and the dividend from 12p to 13.5p payable Nov. 28, in addition to which there is a one-for-one scrip.

The film equipment rental site had an "excellent" year with the improvement in turnover continuing and 45 p.c. over continuing period in on the first five months of the current year.

Of the equipment declined, however, but communications and audio visual made a substantial contribution to both turnover and profits.

## THE QUESTOR COLUMN

# Wates all right for some

THE offer for sale of 41 million shares in Wates City of London Properties, asks investors to make a fundamental reassessment of property company shares.

The traditional merits of investing in the sector have been spread of interests, financial gearing to enhance equity growth, and the opportunity to buy shares at a substantial discount to their underlying asset value.

Wates offers none of these. Its property interests are concentrated exclusively in the central core of the City, so there is no spread. It has cash in hand which virtually equals its debt, so there's no gearing. The shares are on offer at 100p, against a net asset value of 18p, but that 15 p.c. discount is all swallowed up by a contingent capital gains tax liability. So purchase of the shares is hardly a cheap way to buy City investments, especially when the property sector as a whole stands on a discount of some 22 p.c.

At first sight, Wates thus appears to be nothing more than an annual property company on offer at a fancy price, designed for under-subscription at the time of the offer and to trade at a discount to the offer price.

And that may be the way it is viewed when lists open next Tuesday.

There is, however, a valid alternative view—to look upon Wates as the second of a "new generation" of syndicated property funds, operating under a "plc" structure because it is the only viable one available.

The first, incidentally, was Mayfair and City Properties.

Wates has a first-class City portfolio, well managed, well let, and about which virtually all relevant details are disclosed. Some of the tenures could be improved, and the value of one property is based on a notional rental as it is occupied by Wates itself.

Despite the odd bluish or two, it is a good-looking proposition which would be pleased to own—but which very few could actually afford. So they may look upon Wates as a chance to split money into City property and have all the management problems looked after by experienced hands.

Sufficient institutional investors may be persuaded to take that view to subscribe fully the offer, but private investors should stay their hand. Even on a full or over-subscription, the scope for the shares to appreciate is limited by the asset value, so there's nothing here for the stage.

As a long-term lock up, fine. But in the immediate future more conventional property shares such as Great Portland Estates or M.E.P.C. have more headway to appreciate, and when sentiment swings against the sector Wates will be treated as a property company just like all the rest.

## Fosco will pay fatter final

RATIONALISATION, new products and stronger markets are paying off for Fosco Minsep in an impressive manner. Pre-tax profits for the six months to June 30 have doubled from £2.1 million to £16.9 million, and prospects are that the second half will be at least as good.

The group is mean with its dividend increase on the back of net earnings for the six months almost equal to £2.5 years' total, but redress is sure to be made once year-end results are to hand.

Fosco scored the largest improvement, thanks to improved conditions in the 25 countries of operation, and product innovation (the group can now re-

## Associated Book jumps 44pc to interim £2.3m

ASSOCIATED BOOK Publishers' shares jumped 18p to 295p yesterday on a pre-tax profit jump of 44 p.c. to £2.3m on turnover 19 p.c. higher at £28.2 million during the first six months. It is forecasting a buoyant second half which includes pre-Christmas sales.

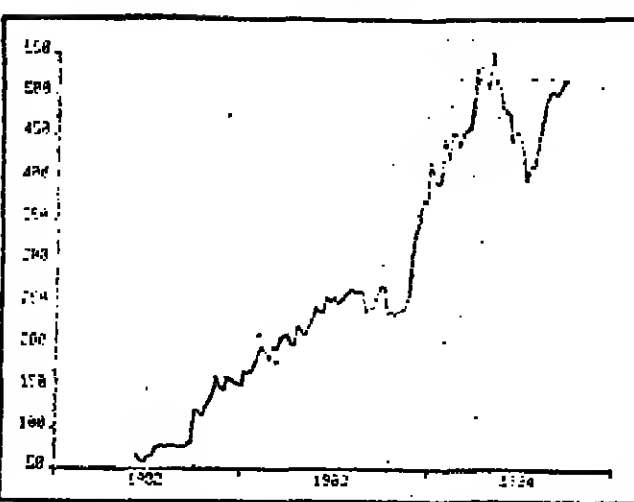
Part of the improvement was due to an exchange rate boost and an acquisition in New Zealand. Although unit sales are increasing in the book trade as a whole, ABP doubts it will be a boom Christmas but managing director Michael Turner reports "a particularly strong list."

During the six months ABP United Kingdom sales rose some 20 p.c. but trading profit jumped 99 p.c. to £538,000. But like many United Kingdom publishers, the company is putting a major effort into the United States where the increased investment pushed losses from £29,000 for the first half last year to £106,000 this time.

## Tops Estates halts dealings

DEALINGS in Tops Estates were suspended temporarily at the company's request yesterday pending a transaction which involves the purchase by Tops of the entire issued share capital of Mark Rowlands, a property investment company based in Leeds.

The acquisition will increase Tops Estates property portfolio value from £1.29 million to £5.84 million. The purchase consideration payable in cash is £3.55 million which Tops proposes to finance by a rights issue on the basis of 3 new ordinary shares for every share at £2 nominal 71 p.c. convertible loan stock for every 6 Ordinary shares held.



Source: DATASTREAM

SHARES of AB Electronics Products have effectively increased almost tenfold since the company acquired Clearstone Electronics from the receiver in June 1982. Clearstone took AB into the computer age and the company has built on that foundation—a contract to supply the Acorn-BEC computer—with considerable success.

Profits for the year to June 30, 1984, have doubled in £5.64 million (£2.84 million) before tax and are set to move sharply above £8 million this year.

AB has won a large contract to supply assemblies for the IBM PC and has moved into aerospace electronics. It has new capacity coming on stream for computer manufacture, automotive electronics and signal distribution equipment. Turnover is currently running at the rate of £100 million a year, against £69 million in 1983-84.

The shares, at 525p, are selling at 23 times historic earnings, and about 18 times prospective earnings. They are still worth following.

pair white hot ovens). The steel and to a lesser extent the foundry industries appear to have seen the worst.

The Fosroc sector, serving building, construction and mining, held up well, considering the slimmer customer base and weaker conditions in the Middle East, and margins within the Unicorn sector improved.

The one leg to move against the trend was Fosmin, though its customer base has been widened (one third of sales used to go to the Coal Board) and new markets have in part compensated for depressed conditions in certain operations.

Since June 30 sales in most countries have continued to run at higher levels and even though the second half contains a number of holiday months Fosroc Minsep already has

sufficient steam in its boilers to suggest it will end this year with pre-tax profits in the £34 million region, compared with £12.2 million previously.

The shares were uncoupled at 181p, and it has been a long ride for those who took up the rights issue at 182p in 1981. But if Fosroc Minsep can perform strongly in difficult markets it should march even faster if economic conditions brighten.

The prospective price-earnings ratio of 8 and 6 p.c. yield do not fully recognise that a further half dividend is coming.

## The wrong time for RMC

DO NOT expect too much excitement from RMC Group

in the months ahead. Whatever the enthusiasm for higher interim profits and an improved dividend the pace of profits will slow in the second half and a fundamental change of sentiment for the building materials sector will be needed before the market will rush for the shares.

For the six months to June 30 the group turned in pre-tax profits of £31.7 million against £26.5 million, thanks to higher turnover and improved trading conditions in the United Kingdom, West Germany and the United States. At home operations were generally higher across the board, though in cement volumes were modestly down, and construction activity is now levelling out.

Leveling out is also likely to West Germany, where operating profit contribution in the first half improved from £4.5 million to £5.7 million thanks to higher volumes of both concrete and aggregates. The group's other areas of operation—small in relation to the whole—were patchy, with France volatile and Belgium, Eire and Spain all suffering from their respective local problems.

Longer term the United States still offers promise, and it is here that acquisition must be expected. In 1983 RMC invested £105.1 million in businesses, properties, land and equipment, though its strong cashflow saw gearing at only 20.5 p.c.

At the interim stage net interest payable is up from £5.3 million to £4.3 million, but RMC now assumes the borrowings of its French interest and come year-end expects to see gearing at around present levels.

General economic uncertainties will check the second half profits growth, and while the earlier expectation was for RMC to finish 1984 with pre-tax profits around the £38 million mark, against £71.6 million seen in 1983, the half park figure is now £31.5 million.

The shares were uncoupled at 350p yesterday, where they offer a prospective price-earnings ratio of around 8.

The time will come again for RMC shares, but that time is not now.

Standby credit for President Alfonsin lifted bank shares yesterday, reports Anne Segall.

# IMF agreement with Argentina

BANK shares kept in London greeted the news from Washington on overnight news with "cautious optimism." From Washington that Argentina They pointed out that while has finally reached agreement with the International Monetary Fund, no a standby credit of \$1.42 billion (\$1.15 billion).

The agreement, which follows nine months of talks between the fund and the new democratic government of President Raul Alfonsin, would remove one of the last major threats overhauling the international banking system.

It paves the way for Argentina to fall into line with other major debtors in seeking a re-scheduling agreement with its international creditor banks.

Argentina is the world's third largest debtor, owing banks and other governments a total of \$45.6 billion.

At one stage recently banks feared that the country could try and lead a general revolt among debtor nations, as an alternative to accepting the tough economic conditions imposed by the IMF in return for making finance available.

## Exposed

British banks are deeply involved with Argentina, which owes them a total of £5 billion, that an estimated £2 billion is owed to the major clearing banks, with Midland most exposed through its American subsidiary Crocker National of California.

Banks suspect that Argentina may have only narrowly been swung away from an attitude of confrontation to one of co-operation by the example of the highly favourable debt deal won by Mexico late in August.

The involved a \$48 billion rescheduling package covering six years of maturing debts and giving the Mexicans 14 years to repay.

The Mexican deal was followed by a meeting of top Latin American debtors at Mar del Plata, Argentina, early in September. For the first time, President Alfonsin openly espoused the orthodox approach to dealing with his country's debt problems.

Bankers in London yesterday 18p to 47p.

## Arrears

In addition, the Argentines will be discussing a multi-year rescheduling deal along Mexican lines. Debts falling due between 1982 and 1984 are expected to be included.

Argentina has not only failed to make capital payments to banks over the past three years but is now roughly \$1 billion in arrears on interest payments.

A \$750 million bridging loan made by international banks two years ago and called over several times fell due in mid-September but was not repaid. It is now being rolled over on a daily basis.

Without Argentina reaching an agreement with the International Monetary Fund, British banks would have come under considerable pressure to start making substantial write-offs against Argentine loans.

Standard Chartered recently shocked other British banks when it revealed that it had decided to set aside 25 p.c. of its Argentine loans as bad debts.

Hopes that such swingeing provisions will no longer be necessary lifted British bank shares by between 12p and 22p yesterday.

Midland shares jumped 15p to 347p, and Lloyds improved 18p to 47p.

# LAST ORDERS, PLEASE.

75% first year capital allowances will pass into history at midnight on 31st March 1985 – a date soon to be upon us.

But for the present, they are still available. And our ability to obtain them means that we can provide more advantageous terms for a three, five or seven year leasing contract than will be possible after 1st April 1985.

Remember, for many companies, tax based leasing is more cost effective than other forms of medium term finance. But, for 75% capital allowances, it will soon be 'last orders, please!'

ACT NOW: TELEPHONE JIM HASTIE ON 021 455 9221, OR JOHN McDERMOTT ON 01 920 0141

**FORWARD TRUST GROUP**  
A member of Midland Bank Group



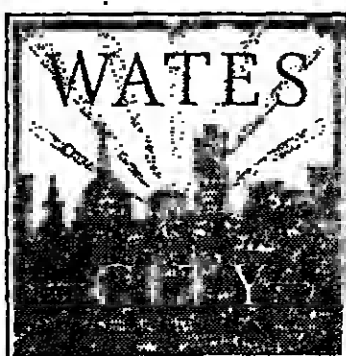
This Offer for Sale includes particulars given in compliance with the Regulations of the Council of The Stock Exchange for the purpose of giving information with regard to Wates City of London Properties plc ("the Company"). The Directors have taken all reasonable care to ensure that the facts stated herein are true and accurate in all material respects and that there are no other material facts the omission of which would make misleading any statement herein whether of fact or of opinion. All the Directors accept responsibility accordingly.

Application has been made to the Council of The Stock Exchange for the Ordinary Shares of the Company, issued and now being issued, to be admitted to the Official List.

This Offer for Sale has been prepared on the assumption that the agreements referred to in paragraph 3 of Appendix V, which are conditional only on the admission of the Ordinary Shares of the Company, issued and now being issued, to the Official List, have been completed and that the companies referred to in each agreement are subsidiaries of the Company. All references in this Offer for Sale to subsidiaries shall be construed accordingly.

Copies of this Offer for Sale, together with the documents specified herein, have been delivered to the Registrar of Companies for registration.

The Application List for the Ordinary Shares now offered for sale will open at 10.00 a.m. on Tuesday, 2nd October, 1984 and may be closed at any time thereafter.



# WATES CITY OF LONDON PROPERTIES plc

(Incorporated in England under the Companies Acts 1948-1981 No. 1788526)

## OFFER FOR SALE

by

## MORGAN GRENFELL & CO. LIMITED

of 41,000,000 Ordinary Shares of 25p each at 100p per share payable in full on application

### SUMMARY

The information in this summary should be read in conjunction with the full text of this Offer for Sale.

#### Business and background

The Company is the holding company of a property development and investment group which owns ten office properties all located in the City of London. Of these, five are high quality investment properties, three are currently being developed also to a high standard and the remaining two are being held for development in the future. The Group will continue to seek opportunities to acquire and develop properties in the City of London to be held as investments.

The City of London is one of the most concentrated international business centres in the world with high rent levels resulting from a continuing requirement for high quality office accommodation and a limited supply of appropriate new developments, particularly within the City core. The Directors believe that the location and quality of Wates City's properties will enable it to benefit from these high rent levels through the letting of properties currently being developed and through rent reviews on existing investment properties.

No other listed property company has a portfolio consisting exclusively of properties situated within the City of London.

#### Record, profit forecast and rental projection

	Years ended 31st December					Forecast Six months ended 30th June, 1984	Forecast for the year ending 31st December, 1984
	1979	1980	1981	1982	1983	1984	1984
Net rental income	£1,099	£1,156	£1,586	£1,617	£1,749	£1,627	£3,300
Profit before tax and minority interest	204	75	256	212	287	542	1,300

#### Rental projection

Net rental income for the year ending 31st December, 1985 is projected to be approximately £4.5 million. The assumptions upon which this rental projection is based are set out in Appendix IV.

#### Offer for Sale statistics

Offer for Sale price per Ordinary Share	100p
Ordinary Shares in issue following the Offer for Sale	78.45 million
Market capitalisation at the Offer for Sale price	£78.45 million
Forecast net dividend per Ordinary Share for the accounting period ending 31st December, 1984	0.53p
Forecast net dividend per Ordinary Share for the year ending 31st December, 1985	2.31p
Gross dividend yield on the forecast dividend for 1985	3.35%
Net tangible assets per Ordinary Share following the Offer for Sale (before any provision for taxation which would arise on disposal of the properties)	117.7p

### SHARE CAPITAL

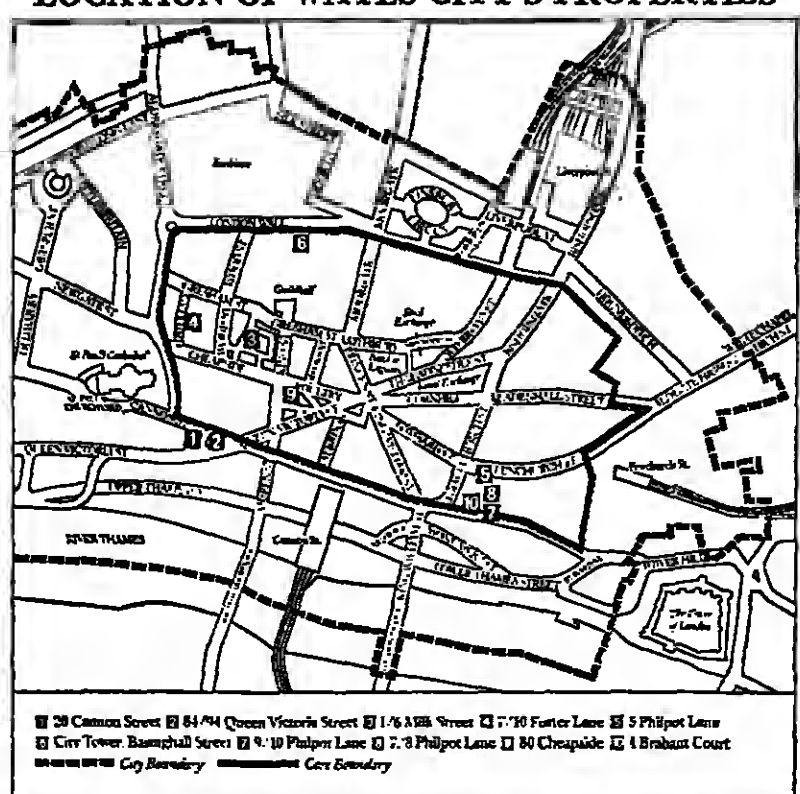
Authorised	Issued and now being issued fully paid
£25,000,000	£19,612,500
Ordinary Shares of 25p each	

### INDEBTEDNESS

At the close of business on 31st August, 1984 the Company and its subsidiaries ("the Group") had outstanding secured loans of £21,632,660, unsecured loans of £8,961,686 and a guarantee in respect of a loan amounting to £2,650,000.

Save as disclosed above and apart from intra-group liabilities, at the close of business on 31st August, 1984 no company in the Group had any loan capital (including term loans) outstanding, or created but unused, or any outstanding mortgages, charges, debentures or other borrowings or indebtedness in the nature of borrowing, including bank overdrafts, liabilities under acceptances (other than normal trade bills) or acceptance credits, hire-purchase commitments, guarantees or other material contingent liabilities.

### LOCATION OF WATES CITY'S PROPERTIES



1 Cannon Street 2 84/86 Queen Victoria Street 3 1/3 Cannon Street 4 7/10 Foster Lane 5 5 Philip Lane  
6 10/11 Philip Lane 7 10 Philip Lane 8 2/3 Philip Lane 9 40 Cheapside 10 4 Broad Court  
City Boundary City Boundary

### DIRECTORS AND SECRETARY

#### Directors

James Dundas Hamilton Non-Executive Chairman  
Garrard House, 31 Gresham Street, London EC2R 7DX  
Paul Christopher Ronald Wates, FSA Chief Executive  
John Dering Nettleton  
Rodney Clutton, FRICS  
Christopher Stephen Wates, FCA Non-Executive  
all of 5 Philip Lane, London EC3M 8AQ

#### Secretary and Registered Office

George Kennison Mark Seldon, FCA  
5 Philip Lane, London EC3M 8AQ

### ADVISERS

Issuing House	Morgan Grenfell & Co. Limited, 23 Great Winchester Street, London EC2P 2AX
Stockbrokers	Cazenove & Co., 12 Tokenhouse Yard, London EC3R 7AN Rayne & Pittman, City Gate House, 39-45 Finsbury Square, London EC2A 1JA and The Stock Exchange
Solicitors to the Company	Norton, Rose, Butterell & Roche, Kempson House, Cannon Street, London EC3A 7AN
Solicitors to the Offer for Sale	Slaughter and May, 35 Basinghall Street, London EC2V 5DB
Auditors and Reporting Accountants	Pest, Marwick, Mitchell & Co., Chartered Accountants, 1 Puddle Dock, Blackfriars, London EC4V 3PD
Property Advisers	Richard Ellis, Chartered Surveyors, 64 Cornhill, London EC3V 3PS
Bankers	Midland Bank plc, 10 Newgate Street, London EC1A 7AS Barclays Bank PLC, 54 Lombard Street, London EC3P 3AH
Receiving Bankers	Midland Bank plc, Stock Exchange Services Department, Mariner House, Peppys Street, London EC3N 4DA
Registrars	Raynesbourne Registration Services Limited, Bourne House, 34 Beckenham Road, Beckenham, Kent BR3 4TU

### DEFINITIONS

In this Offer for Sale the following expressions (unless the context otherwise requires) have the following meanings:

"the Company" Wates City of London Properties plc  
"the Group" the Company and its subsidiaries  
"Wates City" or "the Group" Haslemere Estates plc  
"W.H. (Cannon Street)" W.H. (Cannon Street) Limited, a company owned as to 75 per cent. by the Company and as to 25 per cent. by Haslemere  
"Wates family" descendants of the late Edward Wates  
"the Company's existing shareholders" M.E. Wates, C.S. Wates, P.C.R. Wates, A.T.A. Wates, J.N. Wates and N.E. Wates, grandsons of the late Edward Wates  
"other members of the Wates family" members of the Wates family other than the Company's existing shareholders, and any trusts established by members of the Wates family  
"Wates family companies" companies controlled by, or on behalf of, members of the Wates family including trusts established by members of the Wates family  
"the Foundation" The Wates 40 Basinghall Street Foundation Limited, a charity founded by other members of the Wates family  
"the City core" the City of London's financial core as defined by the City Architect and shown on the map above

### INTRODUCTION

The Wates family have been involved in property development and investment since the 1930s and have held property investments in the City of London since the late 1950s.

Wates City's present portfolio of properties comprises all the properties in the City of London owned by the Company's existing shareholders. The portfolio has been created through the acquisition, over the last fifteen years, by the Company's existing shareholders of various interests in land which have been assembled to produce sites or buildings suitable for development or renovation. In most cases, interests were acquired from other members of the Wates family and were subsequently extended or exchanged for other interests in the same or adjoining parts of a site. There are three properties within the City of London owned by other members of the Wates family. Although Wates City has no interest in these, one has been and another is being renovated under the management of Wates Developments Limited, the Group's project management company.

Wates City's present executives have been responsible for the management of its property portfolio, with the exception of City Tower, Basinghall Street, for over six years and during this time development or renovation has taken place or commenced in the case of eight of the Group's ten properties. They have also been responsible, over this period, for co-ordinating the management of the property investment portfolio, the commercial property developments and the acquisition and development of inner London residential sites on behalf of all Wates family companies. Since 1981, this role has been concentrated almost entirely on the Wates family's development and investment properties in the City of London.

The Company has acquired its interest in City Tower, Basinghall Street from the Foundation for a combination of shares and cash and its other properties through the purchase of companies owned by the Company's existing shareholders in exchange for issues of shares. It has also acquired Wates Developments Limited from them, in exchange for an issue of shares.

The Company's existing shareholders will hold 37.7 per cent. and the Foundation 10.1 per cent. of the issued share capital following the Offer for Sale.

The business of Wates City will be to carry on property development and investment within the City of London and project management service will also continue to be offered. Wates City will operate independently of the other Wates family companies, which will continue to carry on the Wates family's other interests, principally contracting, housebuilding and insurance. It may, however, invite Wates Construction Limited, the Wates family's main contracting company, to tender for contracts in competition with other construction companies.

### THE PORTFOLIO

As the map above illustrates, the Wates City portfolio comprises ten properties of which eight are located within the City core (the boundary of which is shown on the map) and two on its perimeter.

In the past seven years, five of the Group's properties have been developed or renovated (classified in the table below as investment properties) to provide not only buildings of high quality but also substantial increases in the rental and capital values attributable to them. The Group also has three properties classified as currently being developed (one completed and two presently undergoing renovation) and two properties which are being held for development in the future.

The portfolio has been independently valued at 31st August, 1984 by Richard Ellis, Chartered Surveyors. The following table sets out a summary of the Richard Ellis valuation (column 1) together with a summary of the value and floor space (columns 2 and 3 respectively) of the Group's properties

after deducting the amounts attributable to the third parties noted below:

	(1) Richard Ellis valuation £000	(2) Attributable values £000	(3) Percentage by value	(4) Attributable floor space '000 sq. ft.	(5) Percentage by floor space
Investment properties (note (i))	61,180	55,930	60	149	50
Properties currently being developed (note (ii))	26,430	26,430	29	94	31
Properties held for development in the future	10,240	10,240	11	57	19
	97,850	92,600	100	300	100

Note (i) Haslemere has a 75 per cent. interest in W.H. (Cannon Street) which owns 84/86 Queen Victoria Street. The Richard Ellis valuation as shown in (1) includes the value of this site but the figures in columns (2) and (3) are after deducting Haslemere's interest.

Note (ii) The Group has an effective 58 per cent. interest in City Tower, Basinghall Street which the figures in column (1) and (2) reflect. Phoenix Assurance plc has the remaining 42 per cent. interest. The total floor space of this building is 12,750 square feet net, 38 per cent. of which is vested in the Group.

Note (iii) Richard Ellis' valuation of 31st August, 1984 of £97.85 million reconciles with the valuation at 20th June, 1984 given in the accountants' Report in Appendix I as follows:

Property valuation at 30th June, 1984	£99,422
Increase in valuation as at 31st August, 1984 arising from development expenditures (£10,000)	2,028
Decrease in valuation as at 31st August, 1984 arising from development expenditures (£10,000)	20,590
Property valuation at 31st August, 1984	97,850

Details of the properties and the independent valuation of them by Richard Ellis are given in the Report of the Property Advisers in Appendix III.

#### Investment properties

The following is a brief description of these properties:

20 Cannon Street: A long leasehold property, held under a lease from the City Corporation with an unexpired term of approximately 125 years (assuming the option referred to in Appendix III is exercised); providing 35,620 square feet net of modern fully air-conditioned office accommodation. The Group acquired its interest in the property in 1982 in part from other members of the Wates family. The property was substantially renovated in 1983 and let prior to completion to Herbert Smith & Co. with a rent review in 1988 and five yearly thereafter. The property is currently valued at £19.10 million.

84/86 Queen Victoria Street: A mainly freehold property providing 74,500 square feet net of modern fully air-conditioned office and banking accommodation. W.H. (Cannon Street), a company held as to 75 per cent. by Wates City and as to 25 per cent. by Haslemere, owns the freehold of the entire property other than 90 and 92 Queen Victoria Street which it holds on long leases with unexpired terms of approximately 140 years. W.H. (Cannon Street) acquired its interest in the property between 1969 and 1976. The freehold of 90 Queen Victoria Street is held by a wholly-owned Group subsidiary and was acquired in 1982 from other members of the Wates family, who had previously granted W.H. (Cannon Street) its long leasehold interest in respect of that part of the property. The freehold of 92 Queen Victoria Street is owned by Haslemere.

The property is let on a ground lease, with a rent review in 1988 and five yearly thereafter, to Credit Lyonnais who were responsible for the development of the building which was completed in 1978. W.H. (Cannon Street)'s interest has been valued at £21.00 million, of which £5.25 million is attributable to Haslemere's minority interest. W.H. (Cannon Street)'s interest, together with the freehold of 90 Queen Victoria Street, are currently valued in aggregate at £22.23 million.

1/6 Milk Street: A mainly freehold property providing 31,135 square feet net of modern fully air-conditioned office and banking accommodation and 5,993 square feet net of restaurant space, currently let to the State Bank of India with a rent review in December, 1984 and five yearly thereafter. The Group acquired its interest in the property between 1971 and 1974, approximately half of the site being acquired from other members of the Wates family. Development of the property was completed in 1980 and this property is currently valued at £12.55 million.

7/10 Foster Lane: A long leasehold property, held under a lease from the Goldsmiths' Company with an unexpired term of approximately 147 years, providing 12,040 square feet net of modern fully air-conditioned office accommodation and 675 square feet net of shop space. The Group acquired the freehold of 7/8 Foster Lane in 1971 from other members of the Wates family and in 1982 transferred it to the Goldsmiths' Company, the owners of 9/10 Foster Lane, in exchange for the Group's present long leasehold interest in 7/10 Foster Lane. Development of the property was completed in June 1984 and it has recently been let to The First National Bank of Boston with a rent review in 1989 and five yearly thereafter. The property is currently valued at £3.75 million.

5 Philip Lane: A freehold property providing 3,733 square feet net of modern fully air-conditioned office accommodation and 1,920 square feet net of restaurant space. The Group acquired its interest in the property in 1982 from other members of the Wates family. Development of the property was completed in 1983. The office accommodation is occupied by Wates City and another Wates family company. The property is currently valued at £3.53 million.

#### Properties currently being developed

These properties are valued in their existing state at £26.43 million. Additional expenditure estimated at £3.74 million is required to complete their development. They have been valued, when completed and let, at £33.99 million, based on present day rental values and investment yields.

The following is a brief description of these properties:

City Tower, Basinghall Street: On completion of the contract referred to in paragraph 3(i)(d) in Appendix V, the Group will acquire a lease for a term of approximately 120 years effectively amounting to a 58 per cent. interest in the property. The property comprises a 20 storey building currently in course of a major renovation to provide 133,750 square feet net of modern fully air-conditioned office accommodation. The renovation has been managed throughout by Wates Developments Limited and is being carried out on a phased basis in conjunction with Phoenix Assurance plc, which owns the remaining 42 per cent. leasehold interest in the property. Terms for the letting of 42,690 square feet net have already been agreed with IBM United Kingdom Limited and The Nippon Credit Bank, Ltd. Wates City's 58 per cent. interest in the property is currently valued at £21.80 million with an estimated value when the building is completed and let of £27.44 million, after additional expenditure estimated at £2.69 million. Renovation is expected to be completed in July 1985.

9/10 Philip Lane: A long leasehold property, held under a lease from the Worshipful Company of Ironmongers with an unexpired term of approximately 148 years, providing 10,375 square feet net of modern fully air-conditioned office accommodation and 1,420 square feet net of restaurant space. The Group acquired the freehold of 9 Philip Lane in 1982 from other members of the Wates family. In 1983 this freehold was exchanged for the present long leasehold interest in 9/10 Philip Lane. Development of the property was completed in May 1984 and it is currently valued under at £3.90 million with an estimated value when let of £4.63 million, after additional expenditure estimated at £0.24 million.









# WATES CITY OF LONDON PROPERTIES plc

continued

**16. Related party transactions**  
The Company's existing shareholders, which include two of its Directors, Mr. P.C.R. Wates and Mr. C.S. Wates, have had an interest in the shares of Wates Limited and Wates Construction Limited during the period covered by this report. Wates Limited has provided certain administrative services to the Group and also income on an interest free basis (see note 13). Wates Construction Limited has acted as the prime contractor in respect of the property developments and renovations.

**17. Current cost accounts**  
Property companies are excluded from the requirements to prepare current cost accounts under Statement of Standard Accounting Practice No. 16 and Expense Draft No. 25; accordingly, current cost accounts have not been prepared.

**18. Transactions since 30th June, 1984**

Since 30th June, 1984 the Company has:  
(i) agreed to acquire with effect from 1st July, 1984 a 75 per cent. interest in W.H. (Cannon Street) Limited for the sum of £1,000,000 in cash and 100,000 new Ordinary Shares of 25p each;  
(ii) entered into conditional agreements to acquire the Company's proposed subsidiaries with the exception of W.H. (Cannon Street) Limited and City Tower Limited which will be satisfied by the issue of 19,994,848 new Ordinary Shares of 25p each;  
(iii) acquired on 15th September, 1984 the share capital of City Tower Limited for a consideration of £2;  
(iv) obtained a professional valuation by Richard Ellis of the Group's properties as at 31st August, 1984;  
(v) entered into a conditional agreement to acquire a long leasehold interest in City Tower, Basinghall Street for a sum of £2,000,000 in cash and 100,000 new Ordinary Shares of 25p each, £2,000,000 will be satisfied by the issue of 80,000 new Ordinary Shares of 25p each and £2,000,000 will be the assumption by the Company of an obligation to repay an outstanding loan of that amount;  
(vi) allotted 1,000,000 new Ordinary Shares of 25p each to Morgan Grenfell & Co. Limited pursuant to the Offer for Sale Agreement dated 24th September, 1984 at 95p per share.

The transactions numbered (i) and (ii) above have taken into account in arriving at the summarised aggregated net tangible assets set out under "Balance Sheet and Net Tangible Assets at 30th June, 1984".

A pro forma statement of the Company's and the Group's net tangible assets, share capital and reserves on the assumption that the transactions numbered (i) to (vi) above had occurred on 30th June, 1984 is set out below:

	Group	Company
Net tangible assets	5000	5000
Share capital	49,984	49,984
Share premium account	—	—
Capital reserves	—	—
Revaluation reserve (note (ii) below)	—	—
Profit and loss account	—	—
Minority interest	—	—
	5000	5000

Notes:

(i) The subsidiaries which are to be wholly owned (i.e. all except W.H. (Cannon Street) Limited) have been included at an amount equal to the nominal value of the share capital issued to acquire them in accordance with sections 36 to 40 of the Companies Act 1981. Their pre-acquisition distributable reserves which comprise the Group profit and loss account balance shown above remain available for ultimate distribution by the Company.  
(ii) The Group will acquire a 120 year lease of City Tower, Basinghall Street from The Wates Foundation Limited and 25 per cent. share of the same. During the period the net income from the property was concerned to its shareholders as a result of the acquisition of the property, the net income from the property was concerned to its shareholders as a result of the acquisition of the property. The net income from the property was concerned to its shareholders as a result of the acquisition of the property. The net income from the property was concerned to its shareholders as a result of the acquisition of the property.

	1979	1980	1981	1982	1983	1984
Net tangible assets	5000	5000	5000	5000	5000	5000
Share capital	49,984	49,984	49,984	49,984	49,984	49,984
Share premium account	—	—	—	—	—	—
Capital reserves	—	—	—	—	—	—
Revaluation reserve (note (ii) below)	—	—	—	—	—	—
Profit and loss account	—	—	—	—	—	—
Minority interest	—	—	—	—	—	—
	5000	5000	5000	5000	5000	5000

The revaluation of the property on a flow by flow basis commenced in January 1984. Two flows were let at new rental levels from this date giving the rise in rental income in the six months to 30th June, 1984.

(iii) The revaluation reserve has arisen as follows:  
Surplus arising on property revaluation: 5000  
as at 31st December, 1983: 5000  
Group properties revalued: 15,432  
as at 31st December, 1983: 9,021  
as at 30th June, 1984: 2,000  
as at 31st August, 1984: 315  
Revaluation surplus on subsidiary held for sale: 315  
Wates City of London Properties plc: 15,432  
acquired in respect of the acquisition of subsidiary companies referred to in (ii) above: 2,000  
Total: 17,432

Yours faithfully,  
FEAT, MARWICK, MITCHELL & CO.  
Chartered Accountants

## APPENDIX II - PRO FORMA GROUP BALANCE SHEET

The pro forma balance sheet of the Group as at 30th June, 1984 set out below is based on the statement of net tangible assets as at 30th June, 1984 given in the Accounts' Report. The net tangible assets have been adjusted to reflect the acquisition of the City Tower, Basinghall Street, the proceeds of the Offer for Sale, the repayment of the net indebtedness due to other Wates Limited companies and the other items referred to in note 18 of the Accounts' Report as at such events had taken place at 30th June, 1984.

Net tangible assets	5000
Share capital	49,984
Share premium account	—
Capital reserves	—
Revaluation reserve	15,432
Profit and loss account	—
Minority interest	—
	65,416

Creditors: amounts falling due within one year: 27,887  
(15,733)

Creditors: amounts falling due after more than one year: 122,185  
(24,898)

Provisions for liabilities and charges: 105  
(105)

Net current assets: 47,134

CAPITAL EMPLOYED: 106,113

Share capital: 49,984

Share premium account: —

Capital reserves: —

Revaluation reserve: 15,432

Profit and loss account: —

Minority interest: 92,301

47,134

## APPENDIX III - REPORT OF THE PROPERTY ADVISERS

The following is a copy of a report received from Richard Ellis, Chartered Surveyors, property advisers to the Company, dated 24th September, 1984.

Richard Ellis, 84 Cannon Street, London EC3A 3PF, 24th September, 1984.

Gentlemen,

**VALUATION OF PROPERTY PORTFOLIO AS AT 31st AUGUST, 1984**

In accordance with the instructions from Morgan Grenfell & Co. Limited, acting on behalf of Wates City of London Properties plc ("the Company"), we have carried out an independent valuation of the property portfolio of the Company as at 31st August, 1984. The valuation has been prepared on the basis of the information provided to us by the Company and its subsidiaries and on the basis of our own inspection of the properties and on the basis of our own research into the market for such properties.

This report has been prepared on the assumption that the agreements whereby the properties or the relevant interest therein are held are conditional on the approval of the Board of Directors of the Company or the Official Liquidator in the event of liquidation.

We have carried out our valuation on the basis of the information provided to us by the Company and its subsidiaries and on the basis of our own inspection of the properties and on the basis of our own research into the market for such properties. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis.

Our valuation has been made on the basis of the information provided to us by the Company and its subsidiaries and on the basis of our own inspection of the properties and on the basis of our own research into the market for such properties. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis.

Our valuation has been made on the basis of the information provided to us by the Company and its subsidiaries and on the basis of our own inspection of the properties and on the basis of our own research into the market for such properties. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis.

Our valuation has been made on the basis of the information provided to us by the Company and its subsidiaries and on the basis of our own inspection of the properties and on the basis of our own research into the market for such properties. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis.

Our valuation has been made on the basis of the information provided to us by the Company and its subsidiaries and on the basis of our own inspection of the properties and on the basis of our own research into the market for such properties. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis. We have assumed that the properties are held on a long leasehold basis and that the leasehold interest is held on a long leasehold basis.

## PART I(a) - PROPERTIES HELD AS INVESTMENTS

Address	Description/Use/Tenure/Building/Size	Estimated Current Value	Estimated Potential Value
20 Cannon St, London EC4	Office and banking building on seven floors on corner of Queen Victoria Street and Cannon Street. Public House in Queen Victoria Street.	£19,100,000	£19,100,000

Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 20 Cannon Street Limited and Remson Limited (both subsidiaries of the Company) have been merged.

84, 94 Queen Victoria St, London EC4	Office and banking building on seven floors on corner of Queen Victoria Street and Cannon Street. Public House in Queen Victoria Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 84, 94 Queen Victoria Street Limited and Remson Limited (both subsidiaries of the Company) have been merged.

90 Queen Victoria St, London EC4	Office and banking building on seven floors on corner of Queen Victoria Street and Cannon Street. Public House in Queen Victoria Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 90 Queen Victoria Street Limited and Remson Limited (both subsidiaries of the Company) have been merged.

1, 6 Mill St, London EC2	Office, banking and insurance building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 1, 6 Mill Street Limited and Remson Limited (both subsidiaries of the Company) have been merged.

7, 10 Foster Lane, London EC2	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 7, 10 Foster Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

8 Philpot Lane, London EC3	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 8 Philpot Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

9 Philpot Lane, London EC3	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 9 Philpot Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

10 Philpot Lane, London EC3	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 10 Philpot Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

11 Philpot Lane, London EC3	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 11 Philpot Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

12 Philpot Lane, London EC3	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 12 Philpot Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

13 Philpot Lane, London EC3	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 13 Philpot Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

14 Philpot Lane, London EC3	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 14 Philpot Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

15 Philpot Lane, London EC3	Office and banking building on seven floors on corner of Cannon Street and Cannon Street. Public House in Cannon Street.	£1,000,000	£1,000,000
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Part Freehold held by W.H. (Cannon Street) Limited.  
Part Leasehold for 99 years from 11th February 1983, and option to extend until 17th August 2010, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.  
The property has been valued on the basis that the leasehold interests held by Number 15 Philpot Lane Limited and Remson Limited (both subsidiaries of the Company) have been merged.

## APPENDIX IV - PROFIT FORECAST AND RENTAL PROJECTION

Profit forecast for the year ending 31st December, 1984 included under "Report, Profit and Loss Account and Balance Sheet". The profit forecast is based on the assumptions set out in the "Report, Profit and Loss Account and Balance Sheet".

Rental projection for the year ending 31st December, 1984 included under "Report, Profit and Loss Account and Balance Sheet". The rental projection is based on the assumptions set out in the "Report, Profit and Loss Account and Balance Sheet".

The profit forecast has been based on the following principal assumptions:  
(i) that the Group's business continues to develop as required under the terms of its lease and;  
(ii) that there will be no significant movements in the London Property Bank Offered Rate from its present level.  
(iii) that the Group's rental projection for the year ending 31st December, 1984 included under "Report, Profit and Loss Account and Balance Sheet" is based on the assumptions set out in the "Report, Profit and Loss Account and Balance Sheet".

The following are copies of letters to the Directors of the Company relating to the profit forecast for the year ending 31st December, 1984 and the rental projection for the year ending 31st December, 1984:

(i) Letter from the Managing Director, dated 24th September, 1984.  
(ii) Letter from the Director, dated 24th September, 1984.

Gentlemen,  
We have reviewed the accounting policies and calculations for the profit forecast of Wates City of London Properties plc and its subsidiaries and proposed subsidiaries ("the Group") for the accounting period ending 31st December, 1984 (the "Year") and the rental projection for the year ending 31st December, 1984 (the "Year").

We have also reviewed the accounting policies and calculations for the profit forecast of Wates City of London Properties plc and its subsidiaries and proposed subsidiaries ("the Group") for the accounting period ending 31st December, 1984 (the "Year") and the rental projection for the year ending 31st December, 1984 (the "Year").

Yours faithfully,  
FEAT, MARWICK, MITCHELL & CO.  
Chartered Accountants

(i) Letter from Morgan Grenfell & Co. Limited, dated 24th September, 1984.  
(ii) Letter from the Director, dated 24th September, 1984.

Gentlemen,  
We refer to the profit forecast in respect of the accounting period ending 31st December, 1984 and the rental projection in respect of the year ending 31st December, 1984 of Wates City of London Properties plc and its subsidiaries and proposed subsidiaries set out in the Offer for Sale dated 24th September, 1984.

We have reviewed the forecast and the rental projection and the assumptions which they are based on. We have also reviewed the accounting policies and calculations for the profit forecast and the rental projection.

Yours faithfully,  
MORGAN GRENELL & CO. LIMITED  
Richard Ellis, Chartered Surveyors

## APPENDIX V - STATUTORY AND GENERAL INFORMATION

1. The Company  
(i) The Company was incorporated in England on 2nd February, 1984 with registered number 1789326 as a private company limited by guarantee.

(ii) The Company was incorporated in England on 2nd February, 1984 with registered number 1789326 as a private company limited by guarantee.

(iii) The Company was incorporated in England on 2nd February, 1984 with registered number 1789326 as a private company limited by guarantee.

(iv) The Company was incorporated in England on 2nd February, 1984 with registered number 1789326 as a private company limited by guarantee.

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(xxxiv) The Company was incorporated in England on 2nd February, 1984 with registered number 1789326 as a private company limited by guarantee.

(xxxv) The Company was incorporated in England on 2nd February, 198







# Hoggett Bowers

Executive Search and Selection Consultants  
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## Senior Accountancy Positions

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#### Papua New Guinea

CHIEF ACCOUNTANT — MERCHANDISE DIVISION c.£25,000 + car Ref:10441/DT  
SENIOR COST ACCOUNTANT — INDUSTRIAL DIVISION c.£21,000 Ref:10442/DT  
ACCOUNTANT — MERCHANDISE DIVISION c.£21,000 Ref:10443/DT  
SENIOR COMMERCIAL ACCOUNTANT — INDUSTRIAL DIVISION c.£21,000 Ref:10444/DT

Our client, a highly successful trading conglomerate, invites applications for these challenging and rewarding appointments. These positions will appeal to qualified Accountants, and their wives, who have had several years' successful financial and operational experience in the retailing, heavy industry or a major professional practice. An excellent package is offered, including subsidised accommodation and end of contract gratuity. Final interviews will be held by the client in early October in London; a speedy response is therefore essential.

B.F. Hoggett, 0632-448661.  
Minervo House, East Parade, LEEDS, LS1 5RX.

## Sales Manager with Director Potential

Humberside H.Q. Northern based, c.£17,000 + car

This is a rare opportunity to become involved in probably the fastest growing company in Humberside. Within 4 years it has achieved a turnover in excess of £10m and is engaged in the manufacture and marketing of a wide range of consumer durables which are sold through a large network of Store-within-Store outlets and mail order. The initial responsibility will be to control selling operations through the existing regional management and increase the number of outlets. Ultimately the position will involve many aspects of the company's sales and marketing activities as it continues to expand. The client requires an individual with energy, drive and imagination. Aged 25-40, you will have a successful track record in sales and management within a retail or consumer durable environment, will be capable of selling yourself at national account level and have the potential to rise within this exceptional company. The benefits package will not present an obstacle to the right candidate.

P.A. Adderley, Ref: 11598/DT, 0532-448661.  
Minervo House, East Parade, LEEDS, LS1 5RX.

## Senior Buyer — Electricals

### Merchandise Controller Designate

Near Newcastle-upon-Tyne, initially c.£15,000 + car

For a high growth 200 outlet retail operation which is developing rapidly and profitably under a very able executive team. Electrical goods sales including brown, white and home computing products exceed £20 million annually, account for 10% of total turnover and are the subject of aggressive buying, marketing and pricing policies. The appointment carries full accountability for all electricals — range planning, selection, buying, pricing and merchandising — with key objectives in volume, stockturn and profitability. Success here and in the impact on marketing strategy and retail operations efficiency will lead directly to early appointment as Merchandise Controller. The position will appeal to an ambitious retail buyer with 4/5 years' experience in electricals ideally including brown and white goods. Energy and commercial capability to develop rapidly beyond the initial role are essential requirements whilst comprehensive benefits include relocation assistance.

G.T. Walker, Ref: 42552/DT, 0632-327455.  
4 Mosley Street, NEWCASTLE-UPON-TYNE, NE1 1DE.

## Chemical Engineers

### Major International Group

Northern England, initially to £14,500

To join a substantial and highly successful division of a major chemicals manufacturing group, with an unrivalled reputation in international markets for product quality and performance characteristics. On appointment you will be assigned to a production works, joining a team engaged in the initiation and execution of projects and operational studies to maximise efficiencies and plant performance. Subsequent responsibility as a manager in production, process engineering or research and development is dependent on your performance in the first two to three years. Candidates will be chemical engineering graduates, aged under 30, with at least 3 years' related experience in a process engineering or production environment. An outgoing personality, strong self motivation and well developed interpersonal skills are essential requirements for these demanding roles. Benefits are comprehensive and include relocation if required.

K.H. Thompson, Ref: 4900/DT, 0632-327455.  
4 Mosley Street, NEWCASTLE-UPON-TYNE, NE1 1DE.

## Young Materials Manager

### Board Potential

North East England, initially c.£14,000 + performance bonus

This international market leader and Queen's Award winner manufactures and markets a range of advanced precision equipment which utilises sophisticated control systems. From this strong product and excellent financial base major expansion is being aggressively pursued. Key tasks in this new appointment include critical evaluation of all material requirements and further rapid development of computer based management in planning, procurement, scheduling, inventory and materials control. It is a sharp and role which impacts directly on production efficiency and profitability. Leadership strengths, commercial acumen and direct experience of advanced materials management in complex batch manufacturing must be evident. Success will inevitably take the high achiever towards a board appointment.

G.T. Walker, Ref: 42550/DT, 0632-327455.  
4 Mosley Street, NEWCASTLE-UPON-TYNE, NE1 1DE.

## Technical Sales Managers

### Precision Engineering

(i) Southern & S.E. Counties (ii) Midlands & Wales, to £14,000 + car

These important appointments are with an established and profitable privately owned company which manufactures and sells a brand leading range of precision engineering products to industrial markets. The requirement is for experienced sales managers to take over and develop these prime territories. Applicants, aged 25-35, must demonstrate a successful and sustained sales track record preferably involving precision engineering products or components. Product training is provided and technical back-up is available from the company's successful design team. The remuneration package contains a high basic salary and realistic performance related bonus. Excellent career prospects.

J.H. Wright, Ref: 36406/DT, 021-622 2961.  
Albany House, Hurst Street, BIRMINGHAM, B5 4BD.

## Area Sales Managers — Fitted Kitchens

Southern Home Counties, Northern Home Counties, S. Wales & Midlands, C. Man & South Yorkshire, c.£12,500 package + car

The client is a very successful and rapidly developing company, part of a major group, who design, manufacture and sell a brand leading range of fitted kitchen units to the private householding sector. This valued position has been achieved by a professional sales team backed by a high quality and modern range of products. Candidates, ideally aged 25-45, must have a sustained and successful sales track record relating to the building construction industry. All remuneration packages incorporate a high basic salary and realistic performance related bonus.

J.H. Wright, Ref: 36406/DT, 021-622 2961.  
Albany House, Hurst Street, BIRMINGHAM, B5 4BD.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

## Sales Engineers

Develop your  
Career with a  
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For the Facts.  
Direct. Thursday.  
Phone John Smith,  
Regional Sales Manager,  
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We are currently expanding our sales force in the Process Control Division throughout the UK and that expansion is creating some excellent career opportunities for Sales Engineers. As part of a team, within which you will be playing a key role, you will be involved in selling sophisticated analogue and digital process control systems to industrial customers.

If you are to realise the potential of these opportunities, we believe that you will need to be aged between 25 and 45, and highly self-motivated. In addition, you will need to have a good commercial and technical understanding of the process control industry. In return, we are offering excellent salaries, product familiarisation and the chance to gain Honeywell experience.

So, if you want to develop your career, phone us tonight Thursday, 27th September, on the hotline or write to Richard Gould at Honeywell Control Systems Limited, Honeywell House, Charles Square, Bracknell, Berks RG12 1EB. Please quote Ref: DT144/PCD.

Together, we can find the answers.

Honeywell

## DESIGN, DEVELOPMENT AND MANUFACTURING ENGINEERS

# Opportunity America

For many years, our client has been one of the most respected names in the design and development of electronic guidance and navigational systems. In recent years, they have led the world in the development of strapdown systems and their range of products utilising this technology is now specified by most of the world's leading aerospace organisations for use in aircraft, helicopters, satellites, the space shuttle and a host of other applications.

Their is a creative environment with high challenge where new ideas are encouraged and good ideas are recognised and rewarded.

New England is where families can enjoy life to the full — culturally, recreationally and educationally. The combination is one where talented professionals can achieve career and personal satisfaction working in exciting areas of technology in the attractive Boston area.

## MANUFACTURING AND SUPPORT ENGINEERING

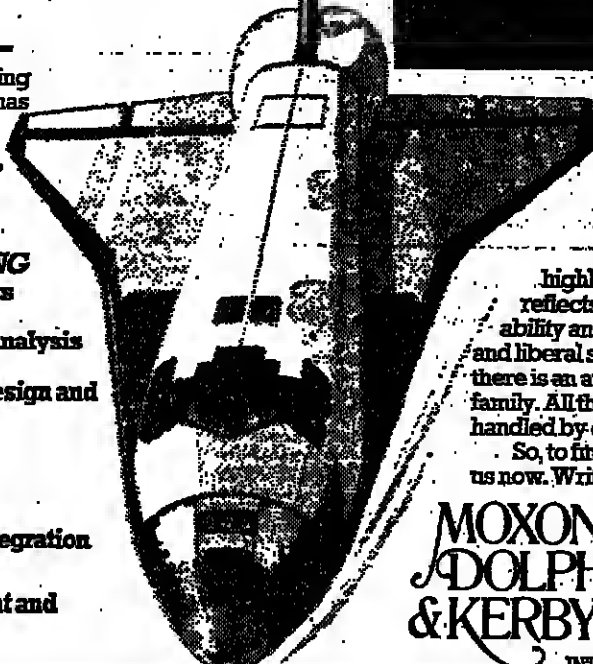
Inertial and Systems Test  
Manufacturing  
Quality Assurance, Parts, Reliability and Maintainability  
Logistics

## ...JOIN A WORLD LEADER IN ELECTRONIC GUIDANCE AND NAVIGATIONAL SYSTEMS

IN NEW ENGLAND, USA  
UP TO \$42,000 p.a.

To maintain their position at the cutting edge of this technology, our client now has opportunities at both supervisory and engineering grades for degree level professionals with a minimum of 3 years' experience in the following areas:

**DESIGN AND DEVELOPMENT ENGINEERING**  
Electronic Analog and Digital Circuits  
Gyroscopes  
Mechanical Packaging Design and Analysis  
Automated Test Equipment  
Navigation and Guidance Systems Design and Analysis  
Microprocessor Applications  
Advanced Automation/Robotics  
Laser Gyro  
RF Receiver  
Global Positioning Systems (GPS) Integration  
**SOFTWARE ENGINEERING**  
Real-Time, Automated Test Equipment and Inertial Scientific Programming



Whilst some of these positions obviously necessitate guidance or navigational systems experience, we positively welcome applications from Engineers wishing to break into this exciting area.

To meet their high standards, our client requires highly talented individuals and their salary range fully reflects this — up to \$42,000 p.a. for the right combination of ability and experience. Comprehensive medical insurance and liberal savings and retirement programs are provided and there is an attractive relocation package for you and your family. All the necessary visa and travel arrangements will be handled by our very experienced personnel.

So, to find out more about Opportunity America, contact us now. Write or telephone for an information pack and application form to K. Sunderland or I. Nod at Moxon Dolphin & Kerby Ltd, 178-202 Great Portland Street, London W1N 6TP. Tel: 01-631 4411 and quote reference No 3152.

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We are a young company with an

informal, friendly management style, offering the young engineer a real opportunity to influence events, where your achievements will be quickly recognised. To fuel our future growth plans we now seek graduates level men and women with 1-5 years' experience in any of the following:

• **HARDWARE** • **SOFTWARE** • **SYSTEMS**  
We are involved in high reliability and high speed hardware and software design. Our current projects utilise INTEL and ZILGO 8 and 16-bit microprocessors. The software is written in CORAL 66 and Assembler but we envisage moving to ADA shortly.

In addition to a competitive salary, you can expect an exceptionally good range of company benefits and you will be pleasantly surprised by house prices in East Sussex. Please telephone or write for an application form, brochure and information to: Geoff Hansford-Adams or Nigel Perks at Computing Devices Company Limited, Castleham Road, St. Leonards-on-Sea, East Sussex, TN38 7JN. Tel: (0424) 53482. Interviews are held locally in most cases.

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Our client, a large successful company, seeks a highly motivated manager to take charge of the important bought ledger function for their UK operation. The man or woman appointed will be responsible for the department of six staff which controls the processing and payment of suppliers' invoices for 10 divisions, the production and release of cheques, and all associated matters. This position carries responsibility for the payment of c.£50m annually.

You should be an experienced person able to deal with suppliers and staff at all levels and have a good knowledge of bought ledger procedures, preferably in a computerised environment. Some accounting background would also be an advantage.

In addition to the salary quoted, the company can offer a comprehensive range of benefits and good career prospects.

Please write, enclosing a full cv, to Confidential Reply Service, Ref: ADMS 9078, Austin Knight Advertising Ltd, London W1A 1DS.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

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Salary c.£7,500 to c.£11,000  
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The successful candidates, probably aged between 22 and 30, will possess a good educational background and a proven record of success in selling. Experience in a financial services environment, whilst not essential, would be of advantage.

A comprehensive range of large company benefits, including a car and a mortgage subsidy scheme, is offered together with the scope to develop your professionalism within a progressive organisation and the opportunity to make a positive contribution to its success.

So, if you are ready to take on the challenge that these positions offer, write or telephone now:

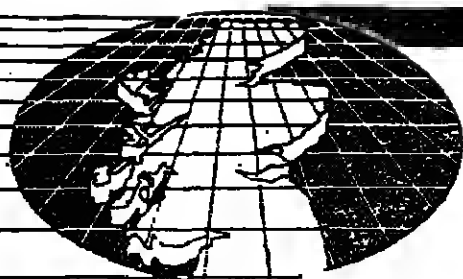
Mr. P. R. Symes, Training & Development Manager, Chartered Trust plc., 24/26 Newport Road, Cardiff, CF2 1SR. Tel: Cardiff 40444 ext. 3120.

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<b>Software Methods &amp; Evaluation Department Manager</b>	To establish procedures and criteria, develop tools, provide administrative services and liaise with software engineering and development. 10 years related experience in software quality assurance essential. Ref A/D101.	<b>Project Managers (Electronic Warfare Group)</b>	To lead small specialised teams in Hardware and Software design — RF/Microwave, Automatic Test, Countermeasures and commissioning. Related background and leadership/liaison experience essential. Ref C/D114.	<b>Production Engineers Optical Mech. Elect. Production</b>	Optical, electro-optical and electronic instrument in manufacture, assembly, testing, method investigation. BSc/HNC in mechanical, electronic or production engineering. Ref E/D127.	<b>Quality Control Engineer</b>	To give full on-line QC engineering and statistical control for MOS, silicon gate and non-volatile products. A Physics/Electronics degree and relevant experience in semi conductors are required. Ref H/D140.
<b>Software Tools Section Manager</b>	With overall responsibility for all software tools designed and developed internally or acquired externally. Around 7 years related experience plus commercial/product awareness desired. Ref A/D102.	<b>Software Technical Manager</b>	To guide the Division's activities and provide technical leadership in all types of ATE systems including test applications and device driver software, particularly in PASCAL, OEC and ATLAS. Ref C/D115.	<b>Project Development Engineers Electronics</b>	Senior/main grade vacancies in electro-optical-mechanical design, analogue/digital circuitry design and development projects. Up to 2 years experience + BSc/HNC in Electronic Engineering. Ref E/D128.	<b>Software Engineers CAD/CAM</b>	Project based, hi-tech CAD/CAM applications work in FORTRAN, C under VAX/VMS and UNIX. Computer Science degree plus 1 to 2 years experience minimum, ideally in engineering applications. Ref I/D141.
<b>Software Evaluation Section Manager</b>	To establish software quality criteria, evaluate and implement new plans and designs and follow through to product development. 7 years experience + commercial/product awareness desired. Ref A/D103.	<b>Design Engineer (Microwave)</b>	To design and develop microwave assemblies for advanced detection systems. A familiarity with microwave measurements, antenna fundamentals and some microwave lab and electronic experience desired. Ref D/D116.	<b>Project Development Engineers Mechanical</b>	Range of vacancies including electro-optical mechanisms for periscopes and masts, guidance systems and infra-red installations. BSc/HNC in mechanical engineering with minimum of 2 years related experience. Ref E/D129.	<b>Systems Engineers</b>	To design processor based digital communications and message handling systems. Using state-of-the-art networking, distributed microprocessor and real-time software techniques. Ref J/D142.
<b>Electronic Section Manager</b>	To head design team engaged in microprocessor, analogue circuits, discrete logic, power supplies, electronic packaging, etc. Min. 8 years relevant technical, planning and administrative expertise. Ref A/D104.	<b>Circuit Design Specialist: Video Signal Processing</b>	To be involved in digital, analogue and video signal processing activities from design through to final testing. Video/RF/IF circuit design, CAD/hybrid circuit techniques experience preferred. Ref O/D117.	<b>Material Scientist</b>	Primarily responsible for characterisation of crystalline materials using optical and X-ray techniques. PhD in Material Science + 2 years relevant experience preferred. Ref E/D130.	<b>Software Engineers</b>	To develop real-time software for distributed micro-processor systems. Using high level languages, host VAX/VMS, target assembler and host/target design tools with Coral 66. Ref J/D143.
<b>Senior Data Com. Engineer</b>	To define and develop hardware/firmware aspects of Data Com. Sections. Prepare proposals, product specs and schedules. 4 years experience — 2 in hardware/digital control firmware design in RS232 or 422. Ref A/D105.	<b>Radar Systems Engineer</b>	To work on development of a millimetre wave radar system. Responsible for receiver IF, baseband analogue signal processing. 4-5 years amplifiers/filter design work in above area required. Ref D/D118.	<b>Development Engineers &amp; Project Leaders</b>	Exciting new opportunities in the field of Electronic Display Systems for experienced design engineers. Projects include airborne displays, opto-electronic systems and flight information. Ref F/D131.	<b>Senior Project Executive Electronics Design</b>	To technically and commercially evaluate new start-up High Tech companies, assist inward appraisal and further the development of R & O in Scottish institutions to create commercial concerns. High degree of external liaison. Ref K/D144.
<b>Section Manager — Mechanical Department</b>	Your role — to design, develop and prepare proposals for complex electro-mechanical business equipment in an innovative technical environment. Background — at least 7 years related design work. Ref A/D106.	<b>Radar Systems Engineer</b>	For the study and development of a millimetre wave radar system. 5 years in theoretical/practical aspects of radar design, eg target and propagation characteristics desired. Ref D/D119.	<b>Systems/Software Engineers</b>	Career openings in military avionics and navigational technologies. Responsibilities include the design of real-time software using primarily CORAL and ASSEMBLER languages. Ref F/D132.	<b>Senior Project Executive Marketing</b>	An experienced engineer, your exposure at a senior level to High Technology Marketing policies and strategies has developed your ability to evaluate new products technically and commercially. High degree of external liaison. Ref K/D145.
<b>Senior Product Support Engineer</b>	To analyse, solve problems and provide design and experimental support for complex microprocessor controlled electro-mechanical products. Min. — 3 years computer controlled product experience. Ref A/D107.	<b>Design Engineer (Signal Processing)</b>	Assist investigation of new application signal processing within a radar system. Work ranges from trials, analysis and modelling phases to hardware evaluation. 4/5 years experience. Ref D/D120.	<b>Development Engineers</b>	To join project teams in the design and development of inertial navigation systems, primarily for aircraft applications. Analogue or digital circuit design experience required. Ref F/D133.	<b>Senior Project Executive Semiconductors</b>	To support the semi-conductor industry by encouraging and evaluating technically commercial start-up of support organisations, assist inward investment appraisal/presentations. High degree of external liaison. Ref K/D146.
<b>CAD Systems Section Manager</b>	To provide data base management, resource scheduling and expertise in CAD/CAM software. 5 years R & O CAE experience — electronic/mechanical background in digital/analogue circuits and Fortran desired. Ref A/D108.	<b>Design Engineer (Specialised Power Supplies)</b>	To work on the transmitter and power supply for a radar system. 2-4 years experience — preferably of high voltage inverter power supply design. Ref D/D121.	<b>Development Engineers</b>	To be involved in the wider applications of inertial technology. Analogue or digital design, or the applications of Kalman filtering techniques experience desirable. Ref F/D134.	<b>Design Engineers</b>	Resourceful, imaginative and creative Design Engineers for enthusiastic product development teams in analogue and digital electronics, computer hardware and mechanical design. Age 25-35. Ref M/D148.
<b>Principal Technical Author — Computers</b>	To direct a team of technical authors in the design and development of product documentation for hardware/software products. Min. 5 years extensive experience. Degree/HND in Computer Science/Electronics desired. Ref B/D109.	<b>Design Engineer (Servo Positioning Systems)</b>	An analogue engineer — to work on the development of a new and demanding Servo positioning system within a radar. 2-4 years experience required. Ref D/D122.	<b>Section Head New Product Engineering Military Aerospace</b>	Degree in Electronic Engineering with 5 years experience in Micro-Electronics. Responsible for progress of new products and introduction and release of new test equipment. Ref G/D135.	<b>Electronic Mechanical &amp; Software Graduates</b>	New and recently qualified Electronic, Mechanical and Software graduates required for challenging positions in ATE, and communication systems product development. Ref N/D149.
<b>Product Development Manager Hardware Engineering</b>	Responsible for the design and development of a small computer system including budget and resource planning, technical, man and project management. Experience in the above areas is essential. Ref B/D110.	<b>Project Engineers</b>	Experienced project engineers, 25-40, to control projects including IF sub-systems for modern pulse compression radars. 4/5 years in a related radar/communications design field. Ref D/D123.	<b>Assembly Packaging Engineers Military Aerospace</b>	BSc Mechanical or Production Engineering plus 3 years Micro-Electronics Assembly/Packaging experience. Working knowledge of BS9000 and/or MIL-STD-883 desirable. Ref G/D136.	<b>Operations Manager</b>	The successful candidate will be responsible for setting up a new water fabrication facility through to full commissioning and subsequent operations. Ref O/D151.
<b>Principal Testability Engineer Computer Industry</b>	To establish a testability strategy to evaluate current hardware systems and ensure correct implementation of proposals prepared. 4 years design experience + Electronics/Computer Science degree. Ref B/D111.	<b>Design Engineers (Signal Processing)</b>	To work in a new field of signal processing for advanced microwave receivers. Experience of RF/IF and digital circuit design essential — knowledge of computer modelling would be advantageous. Ref D/D124.	<b>Senior I.C. Design Engineers</b>	Development of exciting new IC's in state-of-the-art BIPOLAR + CMOS technologies. Key positions in Telecoms switched capacitor filters + other fields. 3/4 years in electronic circuit design. Ref G/D137.	<b>Senior Electronics Design Engineers</b>	Analogue and digital design for new advanced products group specialising in disc-drive development. Major focus in peripherals. Excellent opportunities for ambitious professionals. Ref P/D152.
<b>Engineer — Analogue Digital</b>	Involved in analogue aspects of digital/hardware packaging. Analyse electrical characteristics of PWB's + its effects. 2/4 years in circuit design + electrical/physics degree desired. Ref B/D112.	<b>Electronics Hardware Engineers</b>	For a variety of projects including submarine periscope and thermally enhanced optical tracking equipment design and development. BSc/HNC and design/project development experience. Ref E/D125.	<b>Process Engineering Vacancies</b>	Opportunities up to Managerial level in new 5" wafer fabrication module for semi conductor engineers. 2 years relevant experience in Photolithography, Diffusion, Implantation or Vacuum Systems. Ref G/D138.	<b>Printed Circuit Board Specialists</b>	97,000 sq.ft. more production area — 200 new jobs — we need the best technically qualified/experienced PCB PRODUCTION/PROCESS ENGINEERS to relish the potential at our 3 Ayrshire locations. Ref L/D153.
<b>Product Manager (Automatic Test Equipment)</b>	To introduce new ATE product — liaise with sales promotion, product design, engineering and applications support. Marketing and technical backup for sales team. Related ATE experience essential. Ref C/D113.	<b>Electronics Software Engineers</b>	Design and development of small programs for digital communication and display functions on electro-optical equipment. BSc and knowledge of assembly and high level languages with 2/3 years experience. Ref E/D126.	<b>Senior Production Engineer</b>	To head a team involved in the design and upgrading of automated hybrid thick film production processes. A degree, significant production engineering and automated techniques experience desired. Ref H/D139.	<b>Printed Circuit Board Specialists</b>	Unparalleled expansion plans — £13m investment — 3 Ayrshire locations — further opportunities for experienced PCB specialists in QUALITY CONTROL OR SALES. Ref L/D154.

After more than thirty years of development and expansion the Electronics Industry in Scotland today is sophisticated, innovative and flourishing. The country is an important base for leading international companies, and for both established and emerging Scottish companies. Particular strengths have been built in the key growth markets of semi-conductors, information systems, defence and industrial electronics.

Scotland's electronic community now comprises more than 200 companies. With investment in the past five years alone exceeding £400 million in new companies, facilities and products. All enjoying the finest research facilities and a highly supportive environment which, with excellent University resources, make Scotland Europe's major technology centre.

Marshall Brisbane are the leading recruitment consultancy in the high technology market north of the border. We play a major role in supporting the electronic industry's recruitment activities for Engineers and Managers, in all disciplines, as reflected by the scale and scope in the selection of opportunities shown above.

For further information telephone Craig Paterson, Director, quoting the post and Reference Number. Alternatively send a curriculum vitae quoting the Reference Number on your application and on the envelope. (This will ensure an early response to your enquiry).

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All applications from individuals, male or female, will be treated in the strictest confidence.

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The Winchester design centre of Sinclair Research Limited is developing electronic products for high volume production in consumer and allied markets.

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### Software Engineer

Candidates must be experienced in the implementation of real time control programmes on microprocessors.

### Integrated Circuit Design Engineer

Candidates must be experienced in the design of linear bi-polar integrated circuits for r.f. frequencies.

### Circuit Design Engineer

Candidates must be experienced in the design of linear and digital circuits covering a wide range of applications from d.c. to 1 GHz.

### Solid State Component Research Engineer

Candidates must have a good physics or electrical engineering degree. The work will involve undertaking and co-ordinating research into displays technologies and novel silicon and polymer based components. The salaries offered will reflect the importance the Company places on high calibre engineering skills. If you consider that you meet the high standards demanded, and would like to work in a dynamic company whose name is a household word for innovation, send your CV in complete confidence to:

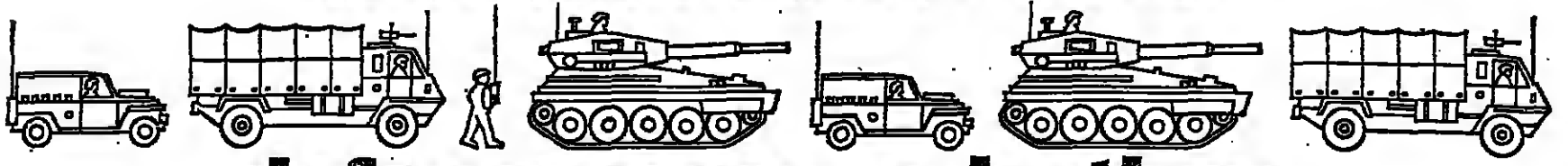
Geoffrey King, Cambridge Recruitment Consultants, 1a Rose Crescent, Cambridge CB2 3LL. Tel: 0223 311316.



## Why the British Army



is on the march for our



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STC's Defence Systems Division is among the fastest growing companies in the defence industry. And we're continually capturing business world wide with an impressive array of state-of-the-art defence communications technology.

Which is why the British Army is marching to us for sophisticated equipment like our unrivalled PTARMIGAN mobile tactical communications system.

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In both cases, opportunities exist at several levels. Minimum requirements for Reliability Engineers are a degree level education in a numerate discipline, an engineering background and electronics experience in a quality, reliability or services environment. Trials Support Engineers must have an HNC and three years' relevant electronics experience — or a degree and six years' experience for higher status.

Our high growth has also created other vacancies, including Technical Authors and Illustrators.

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So why not telephone Pat Axford for an informal chat and an application form. Or send your C.V. to her at STC Telecommunications, Defence Systems Division, Chester Hall Lane, Basildon, Essex. Tel: 0268 3040.

**STC TELECOMMUNICATIONS**  
DEFENCE SYSTEMS DIVISION at Basildon





E. W. Swanton recalls the staggering performances of the renowned Middlesex twins who reached the zenith of their fame in the Championship year of 1947. Their feats will be re-lived at a special dinner at the Hilton Hotel next month.

## COMPTON AND EDRIICH TOAST 50th JUBILEE IN TYPICAL FASHION

THE deeds of famous pairs have added a bright lustre to the history of cricket.

The nature of the game lends itself perhaps more than most to the association of two men, whether batsmen, bowlers or all-rounders, each drawing inspiration and help from the other.

Hirst and Rhodes; Hobbs and Sutcliffe; Hearne and Hendren; Lindwall and Miller; Ramadhin and Valentine: the procession is a long one, and to the middle-aged and not so young no two names have a more sentimental ring than those of Compton and Edrich.

Typical Edrich... a thumping hook to fine leg.

again. Here were two great players each of whose performance was such an evident reflection of his personality that not even the most phlegmatic of spectators could be indifferent to it.

Since both happened to be 50 years old, what could be more appropriate than that the happy event should be marked by a Jubilee party?

Great plan And since neither was ever exactly a social recluse what better celebration could there be than the festive dinner with ladies attendant which is being organised by Middlesex at the Hilton Hotel on Oct. 18?

The cost is £50 a head inclusive, tickets being obtainable from the secretary at Lord's. Denis, born at Heading just up the road from Lord's, played first for Middlesex a week after his 16th birthday at Whitehouse, 1935.

making his mark for England with a vengeance, the gap in England's batting strength left by the departure, in the order of Hobbs, Woolley, Hendren and Sutcliffe was woefully filled.

Edrich was the slower to acclimatise to the level of Test cricket and, as is well known, averaged only eight in his first 11 innings for England before, at Durham in the Times Test of March, 1938, he justified the faith of his captain, Walter Hammond, with a saving innings of 219, the first of seven Test hundreds.

Squadron-Leader Edrich, after a gallant war service, returned to play as an amateur. Perpetually Compton, less portly, engaged, remained professional by classification and essentially amateur in spirit and approach.

The zenith of their fame as a partnership came in Middlesex's Championship year of 1937 when both bettered the 40-year-old batting aggregate of Tom Hayward. It was a partnership which summer and the bowling standard had yet to recover from the last years of war.

Distress signals Nevertheless it was a staggering all-round performance, the runs made, incidentally, in no more than the number some had last summer.

Compton — 5,816 runs, average 80.75 wickets, 31 catches. Edrich — 5,539 runs, average 80.67 wickets, 35 catches.

For Denis there were only two more years at the pinnacle before that knee began to send out distress signals. Thereafter he battled bravely against the handicap and it was his 84 in his last Test innings, having lost a knee-cap in a final operation, which, in 1955, paved the way for England's third successive series victory against Australia.

Bill's conducting services to Middlesex included seven years in the captaincy, the first in harness with Denis on whom, however, the mantle of leadership never rested comfortably. He was always slightly more than a little absent-minded. W. J. Elricc, though, wrote Michael Bedford, "revealed a happy oaf for producing a good game of cricket."

The twins, indeed, have ever been dull either on the field or off, as they will no doubt admit. It is being sponsored by their respective employers, Royal Personnel Services and Hamlyn Life, so that the maximum sum can be raised for the benefit of the County Club and of cricket in Middlesex.

This innings, played when the first batting had failed, saved the match and, for all who had eyes to see, made it plain that something special had arrived. With Len Hutton simultaneously

Gallant service I am thinking out so much of this admirable hapless pair, hundreds of favourable circumstances in the First Test at Trent Bridge in June, 1938, as of Edrich's 193, was amazing a thousand runs tall at Lord's in May, 1938, when popular estimation accorded him the higher rating, but Compton (D.C.S.) was soon showing the world his own voice quality in the highest context of an Australian Test series.

OTHER SPORT TODAY BOWLING—Diana Fendall (Pudworth), CHURCHILL—Cross Arrows v Horsley (Lewisham), Cross Arrows v Horsley (Lewisham). Snooty British Prof T. M. GOLF—Snooty World Match-Play, 1st round (Wentworth), 1st round (Wentworth), 1st round (Wentworth). Snooty British Prof T. M. GOLF—Snooty World Match-Play, 1st round (Wentworth), 1st round (Wentworth), 1st round (Wentworth). Snooty British Prof T. M. GOLF—Snooty World Match-Play, 1st round (Wentworth), 1st round (Wentworth), 1st round (Wentworth).

With Len Hutton simultaneously



Typical Compton... a last-second change of stroke and a dab brings runs to third man.

### Women's Hockey

## England face Ireland in opening cup game

By NANCY TOMKINS

A SIGNIFICANT challenge to England, Ireland and Scotland's young hockey players begins today at the fifth Junior (Under-21) Women's European Cup Finals at Maryfield, Dundee.

The home countries are participating in the European Cup Finals for the first time and may find the German players' total of 415 international caps daunting. England's total — by far the home countries' highest — being 75.

The standard of British junior hockey within the wider European context can be better assessed after the finals on Sunday. Initial encouragement may come from the Australian Institute of Sport team's 2-0 defeat of the Under-21 German squad recently.

Potter absent Germany have included four Olympic players—Koch, Breken, Roth and Gabi Schley—and Holland two. Ireland are England's immediate concern, being in the same section with Ireland and Austria. Scotland have to cope with Germany, Belgium and Spain. England start against Ireland this morning with the boost of a 2-1 victory in the home countries' championships earlier this month.

England start against Ireland

### Boxing

## Bruno to feature on Italian TV

By KEN MAYS

FRANK BRUNO, who erased the memory of his 10th-round defeat by James "Bonecrusher" Smith in May by stopping Ken Lakusta, of Canada, in two rounds at Wembley on Tuesday, is now set to further his career in Italy.

### Junior Hockey NO ILLUSIONS FOR ENGLAND IN ROME

By A Special Correspondent in Rome

ENGLAND have no illusions as to the task facing them in Rome during the next four days in the finals of the fifth European Juniors Cup.

Their opening game today in the Olympic Stadium is against Belgium, the surprise team in the last competition losing in the final only 1-2 to Germany in Barcelona in 1981.

Richard de Figueiredo, England's coach, has been in charge only since Whitsun but has built a useful side around the captain, Jon Potter, one of Great Britain's heroes in Los Angeles, but the side generally are short of international experience.

With three forceful front runners in Robert Skinner, Martin Grimley and Rupert Welch, much is likely to depend on how Soma Singh, a very gifted player, teams up with Potter in mid-field.

Difficult match Gibraltar, beaten by England 8-0 in Lisbon to the quarter, are unlikely to present too many problems in tomorrow's game. But Holland in the final pool game on Saturday could be difficult.

The Dutch will be motivated by the news of a number of retirements from their senior side and a need for rebuilding following their disappointing Olympic performance. Ireland, who have always done well in this tournament, reaching the final in 1978, today play France, Italy and Germany to complete the second pool.

The Germans, who are favourites to win the trophy, include the new star, Michael Müller, who did so much to win the last junior world cup for them in Kuala Lumpur two years ago.

Scotland are in a hard section. Apart from Germany, Spain—their best European side—are improvable. Belgium, Scotland's opponents this afternoon, reject in a reputation of light marking that makes them difficult to beat.

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### Rowing

## ARA Council asked to maintain policy

By A SPECIAL CORRESPONDENT

PETER CONI, retiring chairman of the International Rowing Council, yesterday, said that he believes the International Rowing Council's registration scheme, the system of co-ordinators, and the deliberately elitist policy, followed this year should be continued through to the 1988 Olympics.

John Stephenson, retiring chairman of Selectors, considered the registration scheme to be "the plank of our gold medal success this year." There was some dissent, but Penny Chuter, Director of Coaching, made it clear that there would be flexibility in the system if it was continued.

The Council backed Coni's views and it will now be up to the International Rowing Council, chaired by newly-elected Nigel Graham, to appoint the various co-ordinators for men, women, lightweight and juniors. Miss Chuter, Rosie Maclellan, Bob Michaels and Bruce Grainger, are the suggestions of the retiring committee.

After more than five hours,

### OTHER SPORT TODAY

BOWLING—Diana Fendall (Pudworth), CHURCHILL—Cross Arrows v Horsley (Lewisham), Cross Arrows v Horsley (Lewisham). Snooty British Prof T. M. GOLF—Snooty World Match-Play, 1st round (Wentworth), 1st round (Wentworth), 1st round (Wentworth). Snooty British Prof T. M. GOLF—Snooty World Match-Play, 1st round (Wentworth), 1st round (Wentworth), 1st round (Wentworth). Snooty British Prof T. M. GOLF—Snooty World Match-Play, 1st round (Wentworth), 1st round (Wentworth), 1st round (Wentworth).

### LEWISHAM AND NORTH SOUTHWARK HEALTH AUTHORITY

#### GUY'S HOSPITAL

##### Engineering Works Officer 6

(Deputy to District/Unit Works Officer) (P/64)

Salary scale: £14,090 - £16,573 p.a.

Applications are invited for this important and Senior post within the Works Management Structure. The successful candidate will be responsible to the District/Unit Works Officer for all aspects of operation and maintenance as well as supervising the District Works Officer/Unit Works Officer or estate management matters. He/she will also have overall responsibility for a small works design team in addition to providing engineering advice for the District Project Team. Previous National Health Service experience is not essential, but it would be an advantage for the successful candidate to have experience of the former Guy's and Lewisham Health Districts.

This post is based at the Guy's Acute Unit but it is anticipated that the successful applicant will from time to time be involved in activity throughout the Lewisham and North Southwark District. The District is one of the largest leading authorities in the Country and was formed by amalgamating the former Guy's and Lewisham Health Districts.

QUALIFICATIONS

Membership of a relevant Chartered Engineering Institution (e.g. ICE, IERE, IMechE or CIBS) or equivalent qualification with a minimum of 10 years' experience in the design and construction of buildings and structures. If you would like to discuss this post informally, please telephone Tony Selman, District Works Officer, on 01-407 7600 ext. 3280.

##### Engineering Works Officer 3

(Design) (P/65)

Salary scale: £11,437 - £13,381

Applications are invited from suitably qualified Engineers to work in the Design Office at Guy's Hospital. The post is a District function and will require managerial ability, experience in the preparation of Contract Documents, Drawing, Specifications and Contract Control. The successful candidate will be responsible to the Building Works Officer (Design) and will be expected to work in close liaison with Building Staff in co-ordinated design work. Client/User liaison is also of utmost importance and the successful candidate will be expected to be self motivated.

QUALIFICATIONS

The minimum qualifications are: A Higher National Certificate in Mechanical or Electrical Engineering together with or inclusive of a qualification acceptable to the Secretary of State, although it would be advantageous for the post holder to be a Corporate member of one of the Institutes of Civil, Mechanical, Electronic, and Radio Engineer or the Chartered Institution of Building Services.

Application forms and job descriptions are available from the Personnel Officer, Guy's Hospital, St Thomas Street, London, SE1 7BB. Telephone: 01-407 7600 ext. 3471, quoting relevant reference number. Closing date for completed applications: 11th October, 1984.

Lewisham & North Southwark Health Authority

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Based N. London

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Opportunities exist within our sales team to take over and develop existing client bases covering either Wales and the West, South East England or an export market. Candidates should be aged 22-30, educated to degree level with experience in microprocessor design or production testing. Full training in sales techniques will be provided although experience in dealing with customers would be an advantage. A knowledge of foreign languages particularly German is useful for the export positions.

### Applications Engineers

To support our experienced sales team both in our U.K. and export markets we need applications engineers who are able to provide technical advice in sales situations. You should be qualified to degree level with some design experience or a background of working with A.T.E.

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Microprocessors  
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Telecommunications  
\* Modems and data communications  
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\* Front-end and back-end local area networks and protocols

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# HABIBTI READY FOR REVENGE IN DIADEM STAKES

By HOTSPUR (Peter Scott)

HABIBTI, who won first time out as a two-year-old at Ascot in July 1982, makes her final appearance before an English race crowd over the same six furlongs today. The Diadem Stakes can provide her 10th victory.

Unrivalled among European sprinters last season, Habibti has been more vulnerable this year, but the Diadem Stakes is run over her best distance. Enough of the old dominating speed should still be there to see her home.

The record of fillies in important autumn races during the last few years has been impressive and Habibti may be a little better now than when she last ran at Haydock Park.

She is napped to average a short head beating by Peto in the Vase and to confirm that form with Never So Bold who finished a close third.

Carson released Sir John Astor, who could have claimed Willie Carson for the Diadem Stakes, has released Carson to continue his long and happy partnership with Habibti this afternoon. It has not yet been decided whether Habibti will race again overseas before retiring to her owner's stud.

Henry Cecil and Lester Piggott may provide wins for Sheikh Mohammed and his stable, and Carlingford Castle in today's other big races. On So Sharp put up an exceptional performance at Sandown Park in the Solario Stakes from Young Runaway, who went on to success in the Laurent Brierley Champagne Stakes at Doncaster. So Sharp now faces very tough opposition in the Hoover Fillies Mile.

It is headed by Helen Street, who broke the record in her most recent victory at Deauville, the unbeaten Irish filly. Pottoluncheon and Carlingford Castle, who were runners in the Diadem Stakes, are also in the race. Michael Stoute in place of the Waterford Candelabra Stakes winner Bella Colina, who is being specially trained for the Diadem Stakes, but she must concede to So Sharp. Cecil has a line to Helen Street through Balava, who ran her to a neck at Ascot in July. Carlingford Castle, trained in

Handicap, Prince Crow is among seven in this field who are entered for the Tote Cesarewitch on Oct. 20.

Others include Another Sam and Valuable Witness, both of whom were runners in the Diadem Stakes. Another Sam, who was runner-up in the Diadem Stakes, is also in the race. Valuable Witness, who was runner-up in the Diadem Stakes, is also in the race. The race has been awarded to Peto, the six-year-old, who carried the correct weight because the rider put up 4lb overweight.

**HOTSPUR'S "TWELVE"** Carlingford Castle (4.10), Ascot, 1982. To follow record book.

## Ascot runners, riders, form and SP guide

Racecard Numbers shown on left. Figures before bold stroke refer to pre-1983 form and before bold stroke to post-1983 form. Allowance in brackets. C—course winner, D—distance, B—beaten favourite, BL—blinker, Draw for places on right.

EFFECT OF DRAW: No significant advantage

Advance Official Going: GOOD TO FIRM

JACKPOT MEETING

2.0 (Jackpot Prefix 11): SWINLEY FOREST HANDICAP Penalty Value £5,444 1m (9 declared)	
21-1530 MACARTHUR HILL (D) (A. Sturges), 5-9-10	W. Carson 5-9-10
22-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
23-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
24-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
25-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
26-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
27-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
28-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
29-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
30-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

TV (BBC-1) RACES: 2.30, 3.5 and 3.40

BBC-2: 4.10

2.30 (Prefix 2): CLARENCE HOUSE MAIDEN STAKES 2-Y-O £6,818 1m (9)

2.30 (Prefix 2): CLARENCE HOUSE MAIDEN STAKES 2-Y-O £6,818 1m (9)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

2.40 (Prefix 3): DIADEM STAKES £14,544 6f (9)

2.40 (Prefix 3): DIADEM STAKES £14,544 6f (9)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

2.50 (Prefix 4): GARROWAY MAIDEN STAKES (Div. 1) 2-Y-O Colts & Geldings £975 1m (13)

2.50 (Prefix 4): GARROWAY MAIDEN STAKES (Div. 1) 2-Y-O Colts & Geldings £975 1m (13)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

## Beverly programme and riding plans

FORM	HOTSPUR
2.15-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2.20-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2.25-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2.30-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2.35-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2.40-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2.45-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2.50-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2.55-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3.00-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

EFFECT OF DRAW: High numbers best at 5f

Advance Official Going: GOOD

2.15: DRIFFIELD ALL-AGED SELLING STAKES Penalty Value £1,067 5f (25 declared)

2.15: DRIFFIELD ALL-AGED SELLING STAKES Penalty Value £1,067 5f (25 declared)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

2.45: BROMPTON NURSERY 2-Y-O £1,375 5f (14)

2.45: BROMPTON NURSERY 2-Y-O £1,375 5f (14)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

3.15: SNOWY GRAY MEMORIAL HANDICAP £2,439 2m (15)

3.15: SNOWY GRAY MEMORIAL HANDICAP £2,439 2m (15)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

3.45: CRUSADERS HORN HANDICAP £1,524 1m (19)

3.45: CRUSADERS HORN HANDICAP £1,524 1m (19)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

4.15: SANCTO STAKES £1,760 1m (12)

4.15: SANCTO STAKES £1,760 1m (12)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

4.45: GARROWAY MAIDEN STAKES (Div. 1) 2-Y-O Colts & Geldings £975 1m (13)

4.45: GARROWAY MAIDEN STAKES (Div. 1) 2-Y-O Colts & Geldings £975 1m (13)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

5.15: BISHOPSGATE APPRENTICE HANDICAP £2,601 1m (10)

5.15: BISHOPSGATE APPRENTICE HANDICAP £2,601 1m (10)	
1-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
2-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
3-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
4-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
5-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
6-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
7-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
8-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
9-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7
10-1530 IETON RAY (D) (R. Shannon), 4-9-7	P. Carson 4-9-7

5.45: GORDON CARTER HANDICAP £



# Women's Golf

## Leader Thomson caught

By BILL JOHNSON  
JANE CONNACHAN and Muriel Thomson, both Scots, shared the lead after the third round of the £10,000 Sands International at Saunton yesterday.

Miss Thomson, the overnight leader, had a third round of 67, against Miss Connachan's 74. They finished the day with nine over par aggregates of 251 to lead. Corinne Dinch, of Australia, and Brenda Lunsford, of the United States.

Calmer weather after the boisterous conditions of the first two days produced a marked improvement in the scoring with Sue Alliman's 67, the best of the day and a tournament record.

A putt of 5ft 10 in to save par at the 18th hole, quickly settled Miss Thomson, who was 11 with solid golf as she matched par figures at each of the first 10 holes.

### Bunkered at 13th

A bogey at the 13th was quickly remedied with a birdie at the next hole but at the 15th her wedge had her stuck back off the green into a bunker.

Miss Thomson held a dawn hill 10-fool for a four and eagled the long 15th only to open the door for Muriel Thomson by three-putting the 16th and losing another stroke at the short 17th.

Miss Connachan had also birdied the 12th and dipped ahead with successive birdies at the 15th and 16th, the latter from 30ft, where she gained two strokes on Miss Thomson, her playing partner.

But with the outright lead within her grasp Miss Connachan, after a fine iron from 180, finished 8ft behind her. She slipped the hole with her first putt and missed the return to complete her round with a bogey five.

Diane Barnard became the eighth professional to collect a £1,000 prize, a B. Scott award this season when she held her eight-iron tee shot at the 104yard short fifth.

23-1. Connachan 83 74 74 241.  
24-1. Thomson 81 75 74 230.  
25-1. Lunsford 80 74 77 231.  
26-1. Dinch 81 75 77 233.  
27-1. Alliman 82 76 75 233.  
28-1. Barnard 83 77 74 234.  
29-1. Thomson 84 78 76 238.  
30-1. Lunsford 85 79 74 238.  
31-1. Dinch 86 80 75 241.  
32-1. Alliman 87 81 76 244.  
33-1. Barnard 88 82 77 247.  
34-1. Thomson 89 83 78 250.  
35-1. Lunsford 90 84 79 253.  
36-1. Dinch 91 85 80 256.  
37-1. Alliman 92 86 81 259.  
38-1. Barnard 93 87 82 262.  
39-1. Thomson 94 88 83 265.  
40-1. Lunsford 95 89 84 268.  
41-1. Dinch 96 90 85 271.  
42-1. Alliman 97 91 86 274.  
43-1. Barnard 98 92 87 277.  
44-1. Thomson 99 93 88 280.  
45-1. Lunsford 100 94 89 283.  
46-1. Dinch 101 95 90 286.  
47-1. Alliman 102 96 91 289.  
48-1. Barnard 103 97 92 292.  
49-1. Thomson 104 98 93 295.  
50-1. Lunsford 105 99 94 298.  
51-1. Dinch 106 100 95 301.  
52-1. Alliman 107 101 96 304.  
53-1. Barnard 108 102 97 307.  
54-1. Thomson 109 103 98 310.  
55-1. Lunsford 110 104 99 313.  
56-1. Dinch 111 105 100 316.  
57-1. Alliman 112 106 101 319.  
58-1. Barnard 113 107 102 322.  
59-1. Thomson 114 108 103 325.  
60-1. Lunsford 115 109 104 328.  
61-1. Dinch 116 110 105 331.  
62-1. Alliman 117 111 106 334.  
63-1. Barnard 118 112 107 337.  
64-1. Thomson 119 113 108 340.  
65-1. Lunsford 120 114 109 343.  
66-1. Dinch 121 115 110 346.  
67-1. Alliman 122 116 111 349.  
68-1. Barnard 123 117 112 352.  
69-1. Thomson 124 118 113 355.  
70-1. Lunsford 125 119 114 358.  
71-1. Dinch 126 120 115 361.  
72-1. Alliman 127 121 116 364.  
73-1. Barnard 128 122 117 367.  
74-1. Thomson 129 123 118 370.  
75-1. Lunsford 130 124 119 373.  
76-1. Dinch 131 125 120 376.  
77-1. Alliman 132 126 121 379.  
78-1. Barnard 133 127 122 382.  
79-1. Thomson 134 128 123 385.  
80-1. Lunsford 135 129 124 388.  
81-1. Dinch 136 130 125 391.  
82-1. Alliman 137 131 126 394.  
83-1. Barnard 138 132 127 397.  
84-1. Thomson 139 133 128 400.  
85-1. Lunsford 140 134 129 403.  
86-1. Dinch 141 135 130 406.  
87-1. Alliman 142 136 131 409.  
88-1. Barnard 143 137 132 412.  
89-1. Thomson 144 138 133 415.  
90-1. Lunsford 145 139 134 418.  
91-1. Dinch 146 140 135 421.  
92-1. Alliman 147 141 136 424.  
93-1. Barnard 148 142 137 427.  
94-1. Thomson 149 143 138 430.  
95-1. Lunsford 150 144 139 433.  
96-1. Dinch 151 145 140 436.  
97-1. Alliman 152 146 141 439.  
98-1. Barnard 153 147 142 442.  
99-1. Thomson 154 148 143 445.  
100-1. Lunsford 155 149 144 448.  
101-1. Dinch 156 150 145 451.  
102-1. Alliman 157 151 146 454.  
103-1. Barnard 158 152 147 457.  
104-1. Thomson 159 153 148 460.  
105-1. Lunsford 160 154 149 463.  
106-1. Dinch 161 155 150 466.  
107-1. Alliman 162 156 151 469.  
108-1. Barnard 163 157 152 472.  
109-1. Thomson 164 158 153 475.  
110-1. Lunsford 165 159 154 478.  
111-1. Dinch 166 160 155 481.  
112-1. Alliman 167 161 156 484.  
113-1. Barnard 168 162 157 487.  
114-1. Thomson 169 163 158 490.  
115-1. Lunsford 170 164 159 493.  
116-1. Dinch 171 165 160 496.  
117-1. Alliman 172 166 161 499.  
118-1. Barnard 173 167 162 502.  
119-1. Thomson 174 168 163 505.  
120-1. Lunsford 175 169 164 508.  
121-1. Dinch 176 170 165 511.  
122-1. Alliman 177 171 166 514.  
123-1. Barnard 178 172 167 517.  
124-1. Thomson 179 173 168 520.  
125-1. Lunsford 180 174 169 523.  
126-1. Dinch 181 175 170 526.  
127-1. Alliman 182 176 171 529.  
128-1. Barnard 183 177 172 532.  
129-1. Thomson 184 178 173 535.  
130-1. Lunsford 185 179 174 538.  
131-1. Dinch 186 180 175 541.  
132-1. Alliman 187 181 176 544.  
133-1. Barnard 188 182 177 547.  
134-1. Thomson 189 183 178 550.  
135-1. Lunsford 190 184 179 553.  
136-1. Dinch 191 185 180 556.  
137-1. Alliman 192 186 181 559.  
138-1. Barnard 193 187 182 562.  
139-1. Thomson 194 188 183 565.  
140-1. Lunsford 195 189 184 568.  
141-1. Dinch 196 190 185 571.  
142-1. Alliman 197 191 186 574.  
143-1. Barnard 198 192 187 577.  
144-1. Thomson 199 193 188 580.  
145-1. Lunsford 200 194 189 583.  
146-1. Dinch 201 195 190 586.  
147-1. Alliman 202 196 191 589.  
148-1. Barnard 203 197 192 592.  
149-1. Thomson 204 198 193 595.  
150-1. Lunsford 205 199 194 598.  
151-1. Dinch 206 200 195 601.  
152-1. Alliman 207 201 196 604.  
153-1. Barnard 208 202 197 607.  
154-1. Thomson 209 203 198 610.  
155-1. Lunsford 210 204 199 613.  
156-1. Dinch 211 205 200 616.  
157-1. Alliman 212 206 201 619.  
158-1. Barnard 213 207 202 622.  
159-1. Thomson 214 208 203 625.  
160-1. Lunsford 215 209 204 628.  
161-1. Dinch 216 210 205 631.  
162-1. Alliman 217 211 206 634.  
163-1. Barnard 218 212 207 637.  
164-1. Thomson 219 213 208 640.  
165-1. Lunsford 220 214 209 643.  
166-1. Dinch 221 215 210 646.  
167-1. Alliman 222 216 211 649.  
168-1. Barnard 223 217 212 652.  
169-1. Thomson 224 218 213 655.  
170-1. Lunsford 225 219 214 658.  
171-1. Dinch 226 220 215 661.  
172-1. Alliman 227 221 216 664.  
173-1. Barnard 228 222 217 667.  
174-1. Thomson 229 223 218 670.  
175-1. Lunsford 230 224 219 673.  
176-1. Dinch 231 225 220 676.  
177-1. Alliman 232 226 221 679.  
178-1. Barnard 233 227 222 682.  
179-1. Thomson 234 228 223 685.  
180-1. Lunsford 235 229 224 688.  
181-1. Dinch 236 230 225 691.  
182-1. Alliman 237 231 226 694.  
183-1. Barnard 238 232 227 697.  
184-1. Thomson 239 233 228 700.  
185-1. Lunsford 240 234 229 703.  
186-1. Dinch 241 235 230 706.  
187-1. Alliman 242 236 231 709.  
188-1. Barnard 243 237 232 712.  
189-1. Thomson 244 238 233 715.  
190-1. Lunsford 245 239 234 718.  
191-1. Dinch 246 240 235 721.  
192-1. Alliman 247 241 236 724.  
193-1. Barnard 248 242 237 727.  
194-1. Thomson 249 243 238 730.  
195-1. Lunsford 250 244 239 733.  
196-1. Dinch 251 245 240 736.  
197-1. Alliman 252 246 241 739.  
198-1. Barnard 253 247 242 742.  
199-1. Thomson 254 248 243 745.  
200-1. Lunsford 255 249 244 748.  
201-1. Dinch 256 250 245 751.  
202-1. Alliman 257 251 246 754.  
203-1. Barnard 258 252 247 757.  
204-1. Thomson 259 253 248 760.  
205-1. Lunsford 260 254 249 763.  
206-1. Dinch 261 255 250 766.  
207-1. Alliman 262 256 251 769.  
208-1. Barnard 263 257 252 772.  
209-1. Thomson 264 258 253 775.  
210-1. Lunsford 265 259 254 778.  
211-1. Dinch 266 260 255 781.  
212-1. Alliman 267 261 256 784.  
213-1. Barnard 268 262 257 787.  
214-1. Thomson 269 263 258 790.  
215-1. Lunsford 270 264 259 793.  
216-1. Dinch 271 265 260 796.  
217-1. Alliman 272 266 261 799.  
218-1. Barnard 273 267 262 802.  
219-1. Thomson 274 268 263 805.  
220-1. Lunsford 275 269 264 808.  
221-1. Dinch 276 270 265 811.  
222-1. Alliman 277 271 266 814.  
223-1. Barnard 278 272 267 817.  
224-1. Thomson 279 273 268 820.  
225-1. Lunsford 280 274 269 823.  
226-1. Dinch 281 275 270 826.  
227-1. Alliman 282 276 271 829.  
228-1. Barnard 283 277 272 832.  
229-1. Thomson 284 278 273 835.  
230-1. Lunsford 285 279 274 838.  
231-1. Dinch 286 280 275 841.  
232-1. Alliman 287 281 276 844.  
233-1. Barnard 288 282 277 847.  
234-1. Thomson 289 283 278 850.  
235-1. Lunsford 290 284 279 853.  
236-1. Dinch 291 285 280 856.  
237-1. Alliman 292 286 281 859.  
238-1. Barnard 293 287 282 862.  
239-1. Thomson 294 288 283 865.  
240-1. Lunsford 295 289 284 868.  
241-1. Dinch 296 290 285 871.  
242-1. Alliman 297 291 286 874.  
243-1. Barnard 298 292 287 877.  
244-1. Thomson 299 293 288 880.  
245-1. Lunsford 300 294 289 883.  
246-1. Dinch 301 295 290 886.  
247-1. Alliman 302 296 291 889.  
248-1. Barnard 303 297 292 892.  
249-1. Thomson 304 298 293 895.  
250-1. Lunsford 305 299 294 898.  
251-1. Dinch 306 300 295 901.  
252-1. Alliman 307 301 296 904.  
253-1. Barnard 308 302 297 907.  
254-1. Thomson 309 303 298 910.  
255-1. Lunsford 310 304 299 913.  
256-1. Dinch 311 305 300 916.  
257-1. Alliman 312 306 301 919.  
258-1. Barnard 313 307 302 922.  
259-1. Thomson 314 308 303 925.  
260-1. Lunsford 315 309 304 928.  
261-1. Dinch 316 310 305 931.  
262-1. Alliman 317 311 306 934.  
263-1. Barnard 318 312 307 937.  
264-1. Thomson 319 313 308 940.  
265-1. Lunsford 320 314 309 943.  
266-1. Dinch 321 315 310 946.  
267-1. Alliman 322 316 311 949.  
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269-1. Thomson 324 318 313 955.  
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271-1. Dinch 326 320 315 961.  
272-1. Alliman 327 321 316 964.  
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274-1. Thomson 329 323 318 970.  
275-1. Lunsford 330 324 319 973.  
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277-1. Alliman 332 326 321 979.  
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279-1. Thomson 334 328 323 985.  
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286-1. Dinch 341 335 330 1006.  
287-1. Alliman 342 336 331 1009.  
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290-1. Lunsford 345 339 334 1018.  
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292-1. Alliman 347 341 336 1024.  
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294-1. Thomson 349 343 338 1030.  
295-1. Lunsford 350 344 339 1033.  
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310-1. Lunsford 365 359 354 1078.  
311-1. Dinch 366 360 355 1081.  
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316-1. Dinch 371 365 360 1096.  
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321-1. Dinch 376 370 365 1111.  
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324-1. Thomson 379 373 368 1120.  
325-1. Lunsford 380 374 369 1123.  
326-1. Dinch 381 375 370 1126.  
327-1. Alliman 382 376 371 1129.  
328-1. Barnard 383 377 372 1132.  
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330-1. Lunsford 385 379 374 1138.  
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451-1. Dinch 506 500 495 1501.  
452-1. Alliman 507 501 496 1504.  
453-1. Barnard 508 502 497 1507.  
454-1. Thomson 509 503 498 1510.  
455-1. Lunsford 510 504 499 1513.<











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## BIRTHS, MARRIAGES, DEATHS, IN MEMORIAM AND ACKNOWLEDGMENTS

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Announcements can be received by telephone between 9.00 a.m. and 6.45 p.m. Monday to Friday, or Saturday between 9 a.m. and 12 noon.

FOR THE WEEK END, WEDDINGS, etc., on Court Page 28 at a time.

Court Page announcements cannot be accepted by telephone.

## BIRTHS

ABRAHAM—On Sept. 26, 1981, at the Victoria Hospital, London, a son, David, to Mr. and Mrs. David Abraham, of 10, St. John's Road, London N.16.

ADAMS—On Sept. 25, 1981, at the Victoria Hospital, London, a son, James, to Mr. and Mrs. David Adams, of 10, St. John's Road, London N.16.

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## BENN TO PUT LABOUR'S CASE FOR STRIKERS

By NICHOLAS COMFORT Political Staff

A STATEMENT committing Labour to "stand shoulder-to-shoulder with the miners" will be commended to the party's Blackpool conference on Monday by Mr Wedgwood Benn, whose role in pit closures as Energy Secretary is the butt of Government criticism.

Labour's national executive unanimously approved yesterday a form of words which argues the case for expansion of the industry and for securing a negotiated settlement of the miners' strike on terms acceptable to the union.

Mr James Mortimer, Labour's general secretary, said the statement meant there should be no pit closures except under circumstances the National Union of Mineworkers have approved.

With the approval of Mr Scargill at his talks on Tuesday with Mr Kinnock, the executive left out any reference to police conduct on picket lines.

Instead, there will be a separate debate on the general issue of the police immediately after the statement on the strike has been discussed on Monday afternoon.

## Last word

By staging the debates on the pits dispute and on the police on the same afternoon, Labour chiefs are running the risk that their carefully staged debate to promote the miners' case may be overshadowed in the headlines by lurid left-wing attacks on "police violence".

However, this battling order will enable Mr Kinnock to address the conference on Tuesday with the trickiest discussions on the strike already over, word and enabling him to repeat his condemnation of violence by pickets if it has not surfaced from the conference floor.

As with the Conservative conference at Brighton the week after Labour's conference, the stand to be dominated by the pits dispute, and the executive and the unions are anxious that it should not be a cause of division.

However, there was some jockeying yesterday over who should speak for the executive in the two crucial debates, which could set the tone for the week and the political year beyond.

On the casting vote of Mr

## Five freed

By A. J. McILROY

Continued from Page One

He refused to say if he would now resume his old role of thundering against apartheid from a pulpit.

Meanwhile the Government is preparing an application to the court to have the £200,000 bail refunded and will ask the court to order the other £200,000 commitment in additional sureties.

The six fugitives, five of them leaders of the Natal Indian Congress founded 90 years ago by Mahatma Gandhi, remained in the small office where they sought sanctuary two weeks ago from arrest under a detention order issued by the Ministry of Law and Order.

The British Government has refused requests from South Africa to order the men to leave.

## Boycott success

The six are also members of the United Democratic Front, a grouping of anti-apartheid organisations which successfully organised a boycott of South Africa's 87,000 Indians of elections last month for the country's new Parliament, which still excludes blacks.

Detention orders were issued for their arrest but they were freed on appeal to the Natal Supreme Court which ruled that Mr Louis le Grange, Minister of Law and Order, had given insufficient grounds for their arrest.

Mr le Grange issued a re-detention order, rather than a new one, on the grounds that he did so would not be in the interest of national security.

The six escaped arrest by seeking refuge in the Consulate. Lawyers acting on their behalf have submitted another appeal to the Supreme Court, this time against the detention order.

Mr John Hedley, First Secretary (Press and Information) at the British Embassy in Pretoria, stressed that the six had not sought asylum in the consulate, but temporary refuge. There was provision in the Vienna Convention for the granting of temporary refuge on humanitarian grounds.

As far as we are aware they have committed no crimes. They are wanted by South African police for detention without trial, and as such they qualify for temporary refuge on humanitarian grounds.

## Bail wrangle—P3

## MAXWELL IN ROW WITH NGA

By STEPHEN WARD

Industrial Staff

A ROW broke out last night between Mr Maxwell, proprietor of Mirror Group Newspapers, and the National Graphical Association.

It was revealed that the print union is trying to get Mr Maxwell expelled from the Labour party unless he drops a legal action against the union.

The NGA is also threatening to disrupt production of Mr Maxwell's newspapers if he refuses to withdraw from the action against the NGA.

The newspapers Publishers' Association, on behalf of a number of national newspapers, is seeking damages against the NGA after stoppages on two days in 1983.

Mr Maxwell said last night that if any of his newspapers, which include the DAILY MIRROR, SUNDAY MIRROR and SUNDAY PEOPLE, were stopped by NGA action, they would never appear again.

## Action 'unmerited'

The national council of the NGA decided on Tuesday to try to get an emergency resolution proposing Mr Maxwell's expulsion discussed at next week's Labour party annual conference. The decision will be taken on Saturday by the party's arrangements committee.

Mr Maxwell, in a statement last night said that when he acquired Mirror Group Newspapers on July 13 he had automatically inherited the court action.

He said that at meetings with Mr Tony Dubois, general secretary-elect of the NGA, he had been told that the union would withdraw its attempt to get him expelled from the Labour party if he followed the example of the DAILY MIRROR, which had been told that the union would withdraw its attempt to get him expelled from the Labour party if he followed the example of the DAILY MIRROR.

Mr Bill Keys, general secretary of Sogat '82, also been present at one of the meetings. Mr Maxwell said: "The union further threatened that my refusal was bound to lead to industrial problems at the DAILY MIRROR and damaged the standing of the DAILY MIRROR in the Labour movement."

"I said since I had inherited the action, I wasn't prepared to interfere with it."

## MIRROR COVER-UP

Mirror group newspapers is painting out its name on a fleet of 130 vans, used to deliver newspapers by night, so that they can be turned into general delivery vans for shops by day. The aim is to make the group more profitable.

## By DAVID ADAMSON

## Agreement over Hongkong 'is a triumph'

Continued from Page One

discussions on the transfer of government and the implementation of the Joint Declaration. Disagreements within the Liaison Group will be referred to the two governments for solution through consultation. The group will continue its work until the end of 1993, reflecting China's acceptance of some continuing British responsibility after the ending of the lease.

After the handover, China will have the right to station troops in the territory, but for external defence only and on the understanding that they are not there for internal security reasons.

## No taxation from Peking

There is no specific protection of the inhabitants from arrest for offences committed before 1997. Nor are they specially immune from taxation. However, the central government will not levy taxes on the territory.

Among the main points of the agreement are the following: The Special Administrative Region will be vested with

executive, legislative and independent judicial power. The laws currently in force will remain unchanged. Judges will be appointed by an independent commission and will be removable only on the recommendation of a tribunal of judges.

British and other lawyers from outside Hongkong will continue to be able to practise there.

## Free trade policy will continue

The government and legislature will be composed of local inhabitants. The chief executive will be selected either by elections or through consultation held locally and he will be appointed by the Central Government.

Officials in the public service will continue to employ on the terms in force at the time of the transfer. British and other expatriates will not be allowed after the transfer to occupy posts above the rank of deputy secretary. They may be employed as advisers.

The territory will continue as a free port and continue a free trade policy, including the

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## DEATHS (Continued)